



Position Title: Community Development Officer, Mangrove Capital Africa

Type of contract: Fixed-Term contract

Duty station: Nyamisati, Rufiji Delta, Tanzania

Project: Mangrove Capital Africa

Reporting to: Project Manager

Reference: TZ/MCA/CD/02

Background

Tropical mangroves are among the most productive and valuable ecosystems on earth. They provide millions of people with food, clean water and raw materials. Healthy mangroves harbour many iconic species, such as manatees, sea turtles and millions of migratory birds. These unique wetlands act as buffers against storms, tsunamis and sea-level rise, making them vital for coastal communities threatened by climate change. And yet, in spite of their huge value to society, Africa's mangroves are facing dramatic challenges. Causes of mangrove loss and degradation range from agriculture developments for rice and large-scale irrigation schemes, to oil and gas exploitation and bauxite mining. Ill-planned infrastructure developments for ports, harbours and cities add to the pressures. Vulnerable local communities, who depend on mangroves for their livelihoods, end up overexploiting them for fish and timber in the absence of alternative income sources. On top of all this, the effects of human-induced climate change also loom.

Wetlands International is dedicated to safeguarding and restoring wetlands for people and nature. We have worked for many years with local communities, NGOs and governments all over the world to safeguard and restore mangroves. We have empowered local people by helping them develop alternative mangrove economies and sustainable management strategies. We have influenced governments to integrate mangrove capital into their thinking. We have also worked in partnership with the private sector to develop mitigating approaches to development. However, we recognise these efforts are not enough to halt and reverse the degradation of Africa's mangroves.

Recognizing these challenges, the 10-year Mangrove Capital Africa Programme (MCA) charts a new approach that can upscale successful strategies and ensure their autonomous seeding and replication along East and West Africa's coasts. In Eastern Africa, the initial focusing will be on the Rufiji Delta in Tanzania. The Rufiji Delta hosts East Africa's largest concentration of mangrove and nearly half of Tanzania's. Since 2005, it has been designated part of the Rufiji-Mafia-Kilwa (RUMAKI) Ramsar site. It supports a wide diversity of flora and fauna typifying African mangroves. Wetlands International will

implement an integrated, long-term programme to create a tipping point where governments, the private sector, practitioners and land use managers, civil society and local inhabitants all understand the values of mangroves and work together to protect them.

MCA vision is that:

Mangroves and their biodiversity are healthy, improving the livelihoods of millions of people and protecting them against the dangers of climate change.

It will consist of four building blocks to achieve the following objectives:

- **ACT:** Mangrove management and rehabilitation, and sustainable livelihood activities are supported in 10 threatened mangrove sites and scaled up by local stakeholders;
- **KNOW:** Knowledge about the functions, values and threats to mangroves in Africa is compiled and made publically available as a basis for improved coastal zone management;
- **LEARN:** CSOs and coastal zone managers from government and the private sector in 10 countries are aware of the values of mangroves and are able to conserve and restore them as part of broader development plans;
- **PLAN:** Policies and plans at local, national and regional levels support conservation, restoration and wise use of mangroves and prevent mangrove destruction from large-scale developments.

Tasks and Responsibilities of the Community Development Officer

The Community Development Officer (CDO) will be responsible for coordinating all community engagement activities. More specifically the CDO will:

- Develop and manage Wetlands International's partnerships with relevant community-based organizations and other relevant stakeholders as they relate to communities where we work;
- Facilitate community entry for the MCA project by liaising with and explaining the project to community leaders, community members, governmental bodies and other groups as needed;
- Support the setting up of community groups, assess their needs, develop action plans to strengthen their capacities and support capacity building of the community groups;
- Coordinate the development of Income Generating Activities (IGAs) in the project area and, where possible, partnership agreements for the implementation of the IGAs;
- Identify, support (through trainings, workshops, etc) and regularly monitor the beneficiaries of the IGAs including implementation of their activities;
- Support the identification and development of promising value chains;
- Develop and adopt business plans with community groups;
- Support the drafting of terms of reference for the planned basic studies;
- Contribute to knowledge management and documentation of best practices and lessons learnt;
- Produce briefings, reports and presentations on community mobilization activities and key community events;
- Perform essential administrative tasks, including planning, attending and coordinating community meetings and events.

Required Skills and Qualifications

In order to carry out the above tasks, the Community Development Officer shall have good experience working with communities and good knowledge and understanding of community and social issues. He/she shall have a good knowledge of mangrove ecosystems in general and production chains that are compatible with their sustainable use. In addition, the ideal candidate for the position must fulfill the following requirements:

- Master's Degree in Environmental Sciences, Natural Resources Management, Community Development or related field;
- At least 5 years experience working in community development projects related to mangrove communities, income generation groups and cooperatives preferably in Rufiji Delta;
- Demonstrated experience working with communities as well as with local government authorities and other stakeholders at the community level;
- Experience in facilitating community led processes and establishing sustainable community groups;
- Experience with income generating activities and decentralized funding and grant systems for local communities;
- Knowledge of the project cycle management;
- Excellent oral and written English and Swahili communication skills;
- Good research and report-writing skills and the ability to interpret or present data;
- Computer Literacy including the proficient use of Word, Outlook, Excel and PowerPoint;
- Ability to work under pressure and to prioritize and meet deadlines
- Proven ability to work in teams in a multi-cultural environment
- Willingness to travel

Interested Candidates, apply by sending a curriculum vitae and a covering letter to the following email address: hr@wetlands-africa.org with the title of the position plus the reference as mail subject before 07th May 2017 at 00 AM.

NB: Only selected Candidates will be contacted