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JOB DESCRIPTION

Position: Community Conservation Manager

Reports to: Forest and Biodiversity Programme Coordinator

Supervision: Project Technical and Support staff and oversees partners under the component

Location: Kampala with frequent visits to Albertine Graben

Grade: XXX

- I. **Mission of the Department:** To ensure the development and implementation of the WWF Uganda Conservation Strategy to the highest standards.
- II. **Major Functions:** The major function is to ensure conservation benefits people especially the poorer segments so as to enhance their participations and benefits as well as reducing their costs of conservation. The Project Manager will support implementation of forest and biodiversity program specifically strategic objectives related to community conservation and livelihood improvement, nature based enterprises, civil society strengthening, gender mainstreaming and related innovative approaches towards integrated community conservation and development.
- III. **a) Main duties and responsibilities**
 - Strengthen CSOs at local and national levels to promote good governance of biodiversity and important natural resource areas in the Albertine Graben
 - Promote sustainable pro-poor conservation approaches that sustainably benefit conservation and development aspirations of the communities adjacent the high value conservation areas
 - Establish innovative financing approaches to sustain conservation and development efforts of communities living adjacent high conservation value areas in the Albertine Graben
 - Engage communities in CBNRM interventions and enterprises that aim to restore degraded landscapes, improve climate change resilience, food security, reduce pressure on natural resources
 - Regularly produce and disseminate high quality impact and communication stories resulting from the interventions
- b) Other tasks and responsibilities**
 - Plan and oversee the execution of project activities according to the project contract and all subsequently determined work plans
 - Manage staff, financial and other program resources with highest level of integrity
 - Plan and oversee the use of the project budget and ensure delivery of outputs in an efficient and effective manner justifying value for money at all times
 - Build a constituency of Civil Society actors and multi-stake holder platforms to leverage financial and technical support for implementation of community conservation initiatives
 - Work with communities adjacent protected areas to address Human-Wildlife Conflicts

- Create an enabling environment to deliver on your work through policy advocacy and establishment institutional framework and networking with national level CSOs and coalitions
- Strengthen the capacity of civil society organizations to have a common voice towards improving forest governance in Uganda and beyond
- Identify and appraise nature based enterprises for communities in priority landscapes and support their implementation at a scale that makes economic sense
- Adapt international best practices that promote community participation in management of natural resources including fighting illegal activities.
- Mainstream pro-people conservation approaches in line with WWFs SD4C policies on conservation and livelihood, human rights based approaches and gender among others
- Support technical, institutional and Financial capacity building of the Civil society organizations
- Ensure grants to partners are efficiently used and mitigate fraud and corruption.
- Represent the project and WWF, as required, at national and international forums/meetings
- Influence existing policies and propose new policies to support community benefits, participation, access to other services
- Develop partnerships with allied organizations such as CARE, RHU, ECOTRUST and others
- Work with the Partnerships staff to initiate and implement relevant partnerships with private sector, civil society organizations and government
- Establish and maintain a monitoring and evaluation system to support decision making processes and improve program delivery
- Ensure all internal and external reporting requirements related to the project are met
- Assist in raising additional support and finances to complement project activities and strengthen delivery of the respective components under your charge as needs are identified.
- Improve organization and program visibility through high quality, documentation, documentaries and other branding mechanisms and events
- Initiate relevant studies aimed at bringing new knowledge or approaches and monitor them to completion
- Perform any other duties as requested by your supervisor from time to time

IV Required Qualifications and Experience

a) Qualification: Masters of Science or equivalent training in Environmental Economics, Natural Resource Management or a related discipline.

b) Experience

- Minimum five years' experience in or a similar field;
- Track record of developing and delivering pro-poor ecosystem management projects, with a particular focus on governance and benefit;
- Minimum six years' experience of project management;
- Demonstrable experience engaging with government, private sector and civil society at all levels;
- Experience of working with international organizations;
- Experience working local government and the local communities;
- Familiarity with National Forest Authority, Uganda Wildlife Authority, National Environment Management Authority, Ministry of Water and Environment are desired.

c) Required Skills

- Strong project management skills with experience in project planning, financial management, reporting and evaluation;
- Ability to think laterally and creatively;
- Strong communication and advocacy skills, (written and verbal), with ability to present, persuade, influence and negotiate at all levels;
- Ability to convey the work of WWF with confidence and credibility;
- Good team player with the ability to also work well under own initiative
- Ability to prioritize and manage time effectively;
- Ability to work with minimum supervision

V. Working Relationships

- **Internal:** Interacts and works closely with the WWF UCO Conservation Manager, Finance and Administrative staff in all Uganda Country Office offices, as well as with other Uganda Country Office Senior Managers and Project staff. Interacts as appropriate with members of WWF Regional Africa Office, WWF International, and other WWF offices.
- **External:** Interacts as required with Governmental Institutions, Donors, Civil society organizations and other stakeholders, in collaboration with the Forest and Biodiversity Coordinator.

Prepared by: sign Date
Programme Coordinator- F& B

Reviewed by: Sign
Date.....
Human Resource Manager

Approved by Date:
Conservation Manager

Accepted by Staff Member: Sign Date