



for a living planet®

WWF Tanzania Country Office
Regent Estates, Plot 350,
Mikocheni
P O Box 63117
Dar es Salaam Tanzania

Tel: 255 22 2775346/ 2772455/
2700077
Fax: 255 22 2775535
info@wwftz.org
www.panda.org

Terms of Reference

Position title: GIS Officer, Coastal East Africa Initiative (CEA-I)
Reports to: M&E Officer, CEA-I
Location: Dar es Salaam, Tanzania
Start Date: September 2014, 1-year renewable
Grade: To be decided

1. Purpose

WWF's Coastal East Africa Initiative has 3 main goals by 2025:

- Natural resource based products from CEA are increasingly derived from sustainable sources, conform to legal and socially responsible practices and do not threaten the natural resource base
- Effective policy development and implementation in CEA is more participatory, equitable, accountable, and transparent in order to deliver sustainable development.
- Key biological targets (habitats and species) in CEA are being effectively conserved and these continue to provide goods and services to dependent populations

To accomplish these goals, the Initiative is implementing a suite of strategies around improving governance and empowering civil society, promoting responsible trade and investment, and ensuring conservation of high conservation value landscapes and seascapes.

2. Background

WWF Coastal East Africa Initiative (WWF – CEAI) wants to build and manage a geodatabase database to enhance its own (and partners) capabilities in conservation and planning and to improve the monitoring and communication of its work.

WWF CEAI is interested to develop its GIS capacity in 3 main areas:

- **Spatial Planning and Landscape Initiatives.** WWF CEAI is involved in a variety of initiatives involving large landscape level integrated conservation efforts with partners as well as specific spatial planning activities.
- **Monitoring and reporting:** an important part of WWF's work is monitoring its activities and results.
- **Communication and advocacy:** the visual aspects of GIS are very important for presenting complex data in a form useful for communication and decision making.

WWF CEAI is engaged with a broader WWF Africa project which aims to develop an information system, which will gather and analyse environment and development data to help WWF and other environmental CSOs advocate for better land use planning, make policy recommendations and intervene in high-risk developments at an early stage. The proposed GIS system will capture, store, manipulate and analyse geographic environmental and development data (i.e. extractives, agriculture, forestry and infrastructure concessions/projects) within WWF eco-regions in Africa. The **Africa Land Use Planning and Early Warning System** will integrate environmental data with data on major developments and conduct analysis that will consider the risk of a specific development on the ecosystem. Thus the Africa Land Use Planning and Early Warning System (ALES) will provide key information for advocacy and policy recommendations for ecosystem-based management of WWF priority Eco-regions in Africa, but also keep an overview in order to intervene with the right tools if necessary. The CEAI GIS Officer will be primarily responsible for the CEAI engagement in this ALES project in the region.

3. Objectives:

The main objective of this position is to build and manage a centralised geodatabase within the CEAI for the storage, retrieval; manipulation, analysis and dissemination of GIS data and other infographics.

4. Major duties and responsibilities:

- Gather relevant GIS and non-GIS information relevant the Africa Land Use Planning and Early Warning System (ALES) pilot phase and the deliverables of this pilot initiative
- Assess viability and consistency of the information gathered
- Supported by programme staff and GIS expert at WWF Norway, undertake analysis of developments in selected sites
- With programme staff, identify relevant indicators to monitor CEAI work
- Produce maps to support advocacy work
- Presentation of findings and monitoring system to WWF-network and partners
- Other duties as identified

5. Required Qualifications and Skills:

- Degree in Geographic Information Systems or other relevant course or experience which include environment monitoring and modeling using spatial analysis tools
- At least 5 years of proven experience with ArcGIS, creating and managing geo database, undertaking analysis and producing maps and other info graphics
- Excellent spoken and written English. Availability and readiness to travel to the region.

6. Behavioral competencies

- **Adheres to WWF's values**, which are: Passionate & Optimistic, Challenging & Inspiring, Credible & Accountable, and Persevering & Delivering Results.
- **Drive for Results** - Setting high goals for personal and group accomplishment; using measurement methods to monitor progress towards goal attainment; tenaciously working to meet or exceed those goals while deriving satisfaction from the process of goal achievement and continuous improvement

7. Working Relationships

Internal - Reports to the CEA-I M&E Officer and works and liaises closely with the CEA-I regional implementation team (including Country Coordinators, landscape leaders, strategy leaders, Communications Manager), and staff in WWF offices inside and outside the region.

External - Works closely with relevant stakeholders, implementing and donor partners (bilateral and multilaterals).

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organizational needs.

All applications should be submitted to hresources@wwftz.org not later than **5.00pm, August 5th, 2014**, East African Time. Interested **applicants** can also access **these** Terms of Reference at: www.panda.org/cea.