

JOB DESCRIPTION

Position Title: Environmental and Social Safeguarding Advisor
Reports to: Country Director
Supervises: None
Location: WWF Tanzania Country Office, Dar es salaam

Background information

The WWF Network has adopted a new Environmental and Social Safeguard Framework (ESSF) which will enable WWF as a global organisation to be able to ensure that our work goes beyond doing no harm, to doing good with regards to the rights and improved wellbeing of local communities. The ESSF builds on WWFs social policies and commitments, setting out concrete steps to be followed in all our work in different landscapes and seascapes, and a system to ensure that we can evidence this is happening: by landscape programme, nationally, regionally and globally. As part of the global WWF Network, WWF Tanzania is also going to implement the ESSF to ensure adherence to these best practice standards and to make sure that WWF's work in Tanzania benefits both people and nature.

Position Summary

Under the direct supervision of the WWF Tanzania Country Director the Environmental and Social Safeguard Advisor (ESSA) is required to assist in championing the development and implementation process of Environmental and Social Safeguards (ESS) guidelines, framework, projects and programme as well support other staff regarding social screening of programmes and capacity building of WWF Tanzania staff and partners in consultation with the WWF Environmental and Social Safeguard Regional Focal Point/Lead.

The ESSA will play a lead role at WWF Tanzania Country Office in projects and programme design and implementation as well as other departments regarding social policies and safeguards, screening and capacity building. The advisor will work with a range of stakeholders across four priority landscapes (Southern Kenya – Northern Tanzania Transboundary Landscape- SOKNOT, Ruvuma Landscape (Tanzania / Mozambique), Water Towers and the Rufiji Delta – Mafia Island – Kilwa District - RUMAKI Seascape) to:

- Improve WWF Tanzania's understanding of the perspectives of local communities and potential ESS issues in the priority landscapes, including in relation to the rights of communities as concern land, access to resources, human rights, indigenous peoples rights amongst others and how these are linked to nature conservation and Natural Resource Management;
- Facilitate greater ownership and effective participation of relevant rural communities, particularly vulnerable groups, in Natural Resource Management, through equitable and locally appropriate governance structures based on mutual respect and equitable collaboration with WWF Tanzania; and,

- Co-create jointly with communities, initiatives that will enhance coexistence between people and wildlife and contribute to improved wellbeing of communities.

Key duties and responsibilities

1. Analytical, Technical and Capacity Building support;

- Assist in the review and development process of the current WWF Environmental and Social Safeguards guidelines and framework as concerns WWF Tanzania in consultation with the WWF Environmental and Social Safeguard Regional Focal Point/Lead to be used for all relevant projects and programme
- Advise and support landscape leads and project teams in carrying out essential initial steps of the ESSF, such as stakeholder analysis and context analysis, providing quality assurance for these products.
- Assist in social screening for all programme work, including the development of whistle-blowing and grievance mechanisms for the programmes and WWF Tanzania office more generally;
- Undertake an ESS risk analysis and lead on the development of associated mitigation plans together with the project teams and when appropriate, the affected stakeholders
- Advise on and support follow up monitoring of the implementation of mitigation plans and flag any issues or gaps with the landscape lead to ensure that proposed mitigation measures are implemented according to an agreed upon ESS mitigation implementation plan
- Produce a checklist on ESS for use during project/program design, development and implementation process;
- Provide technical support from safeguarding perspective during funding proposal development, design, appraisal and resource mobilization plans;
- Lead on assisting and delivering capacity building for staff at the country office as well as field teams and partners to build knowledge and skills on ESS and minimize the likelihood of risks arising;
- Prepare plans associated with ESS (e.g. stakeholder engagement, mitigation, working with indigenous peoples etc.) and ensure that such plans are approved by relevant authorities before implementation;
- Lead on developing and delivering a series of spot checks to ensure ESS policies are properly implemented at grassroots level in line with WWF guidelines;
- Prepare reports (monthly, quarterly, bi-annual, field monitoring) on the ESS risks with appropriate actions to be taken for all sub projects and follow up to help ensure that timely actions are taken; input on standard WWF TCO reporting for ESS.
- In all activities support others to uphold WWF's network standards and social policies
- Report directly to the Country Director any key ESS issues and concerns that arise in an urgent and appropriate manner

2. Representation, Operations, Management and Implementation;

- Identify challenges, opportunities, priorities and needs for the development and implementation of project and programme ESS plan and implementation at all levels;
- In collaboration with programme teams, make sure that the terms and conditions set for programme development are in line with safeguard principles and are adhered to;
- Supervise consultancy works and review and assess products/services provided by consultants and experts counterparts and notify/advise the Project Manager on quality, and recommend appropriate actions to be taken for improvement as per ESS principles and guidelines;
- Provide advice on administrative measures and actions required for ensuring the compliance with requirements set regarding ESS measures prior to the validation and implementation of project and programme activities;

- Analyze environmental and social developments and provide technical and substantive support in setting targets for the realization of all key programmes across WWF Tanzania;

Qualifications

- A University Degree in the field of Social Sciences or Development Studies ideally including modules regarding Natural Resource Management (A relevant Master's Degree is an added advantage).

Experience

- At least 7 years' active engagement and experience of working with communities on social development.
- Previous experience in working with communities on social safeguarding
- Previous experience of working with communities on environmental and social safeguarding in a conservation setting is an advantage

Key Skills /Competencies

- Experience in and / or demonstrable understanding of environmental and social safeguarding issues
- Familiarity with the dynamics and key issues related to community based natural resource management in Tanzania.
- Ability to work effectively in a multi-cultural and diverse setting.
- Experience of dealing with power differentials and inequalities within and across communities is desirable.
- Ability to build good relationships and work collaboratively with diverse stakeholders in a respectful, participatory manner. Experience of engaging with 'hard to reach' members of society is desirable.
- Experience of participatory (action) research and co-development of conservation or development initiatives with a wide range of stakeholders is highly desirable.
- A proper command of both written and spoken English and Swahili is essential.
- Strong planning and analytical skills
- Self-driven with a pro-active approach to problem solving.
- Ability to work with minimal supervision and as part of a team.
- Frequent field trips away from assigned location.

Working Relationships

Internal: Interacts frequently with landscapes leads, thematic leads, Coordinators/ Managers, Projects Officers, Consultants, researchers and All WWF-Tanzania staff.

External: Interacts frequently with communities, government departments and other agencies, conservation officials in the country, development agencies, NGOs, INGOs and donors and other staff within WWF Network.

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.