



## **TERMS OF REFERENCE**

Vacancy no:	UG 002
Position Title:	Project Officer
Location:	Aswa Catchment (Abim/Kotido/Agago/Moroto Districts)
Countries of coverage:	Uganda
Reporting to:	Policy and Advocacy Officer, Uganda
Expected start date:	As soon as possible
Type of contract:	1 years initially, including a probation period of 3 months, with a possibility of extension

## **BACKGROUND**

Wetlands International is a global not-for-profit organization, dedicated to the conservation and restoration of wetlands for people and nature. Our vision is a world where wetlands are treasured and nurtured for their beauty, the life they support and the resources they provide. We are driven by the knowledge that safeguarding and restoring wetlands is urgent and vital for water security, biodiversity, climate regulation, sustainable development and human health. See our website [[www.wetlands.org](http://www.wetlands.org)] for more information on the values, strategies and policies that guide our work. Wetlands International engages a landscape approach in the work we do, similar to the Catchment Management approach<sup>1</sup>.

In Uganda, Wetlands International is undertaking several projects; Partners for Resilience (PfR) targeting East & North East region, which aims at enhancing resilience of vulnerable communities towards disasters by integrating disaster risk reduction with climate change adaptation and ecosystem management and restoration by an approach referred to as Integrated Risk Management. The Watershed programme which targets Rwenzori region and aims at enhancing water security by integrating WASH with Integrated Water Resources Management (IWRM).

To scale-up Eco DRR with local actors and also complement the PfR programme, Wetlands International, together with other consortium partners (CARE and CORDAID) will be

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<sup>1</sup> Integrated catchment management is a subset of environmental planning which approaches sustainable resource management from a catchment perspective, in contrast to a piecemeal approach that artificially separates land management from wetland management and water management.

implementing an EU DEVCO funded programme aimed at up-scaling community resilience. The programme has four (4) synergetic priority areas;

- **Leveraging** public and private investment for scaling up Eco-DRR (lead: UN-E with support of PfR – developed in 2 countries)
- **Demonstrating** different models for scaling-up Eco-DRR with local actors (lead: PfR – developed in 5 countries)- ***Uganda focus; with specific objective of Strengthening IRM and inclusive risk governance through the scaling up of Eco-DRR implementation, improved river catchment management that is risk informed, gender and ecosystem-sensitive***
- **Mainstreaming** Eco-DRR and Nature-based Solutions for resilience into national development and biodiversity strategies, programmes and plans, mainly through capacity building (lead UN-E with support of Wetlands International – developed in 10 countries)
- **Monitoring and tracking progress** towards inclusive, people-centred risk governance using Views from the Frontline (lead: GNDR – covering 50+ countries)

The programme will be focused in Aswa Catchment in North/North East Uganda. Activities will be implemented at National, District and community Levels in partnership with Consortium members. The overall rationale for the combination of community-level and catchment-level activities is based on the Landscape Approach to Disaster Risk Reduction.

In order to ensure that the growing portfolio of projects is effectively implemented, coordinated and managed, Wetlands International seeks to strengthen its technical staff capacity in Uganda. Additional technical capacity would also enable Wetlands International to further develop new initiatives, strengthen its partnership and to expand its work in this critical sector. The Officer should be multi- skilled and with project management skills and experience. He/she will be responsible for developing technical interventions on all projects that will deliver on the ecosystem/wetlands/landscape/catchment management in Uganda.

## **MAIN DUTIES AND RESPONSIBILITIES**

Under the supervision of the Policy and Advocacy Officer, the Project Officer, is expected to perform, inter alia, the following roles and responsibilities:

- Partake in all aspects of the projects cycle including planning of activities and budgets, prepare reports, undertake monitoring and evaluation in coordination with the project partners;
- Provide technical support to Wetlands International on all projects and to consortium partners in implementing projects, more specifically:
  - Undertake awareness raising at local level to promote ecosystem conservation including developing communication materials, eco-enterprises support and promotion for enhanced livelihoods (Utilizing Bio-rights Approach).
  - Undertake sustainable land & environment management activities (wetlands protection activities/re-forestation of lost woodland/restoration of grazing

areas and rehabilitation of water sources for improved micro-climate including developing sustainability action plans).

- Provide technical assistance (and capacity strengthening) on the landscape approach and eco-DRR.
- Undertake facilitative and administrative functions to ensure that all activities such as meetings, workshops, trainings and field visits are implemented according to plan;
- Identify relevant potential projects and strategize with Wetlands International team to expand the Wetlands International Portfolio in Uganda and develop project proposals;
- Liaise with key stakeholders in and outside Uganda as needed and with which Wetlands International maintains close and strategic links as needed;
- As the Project Officer ensure all projects are in-line with Wetlands International Strategy
- Perform other duties as may be assigned.

## **SELECTION CRITERIA**

### **Education**

A minimum of a Master's Degree in Integrated Water Resources Management, Environmental Sciences, Natural Resource Management, or a related field;

### **Experience**

#### **Required**

- Minimum five years technical experience in related positions (Natural Resource Management, Ecosystem/Wetlands Conservation, Integrated Water Resources Management);
- Significant experience working with wetlands, freshwater and/ or landscapes management and strong knowledge of conservation challenges in Uganda and the Eastern Africa region.
- Understanding of multi-level Institutional arrangement and networks in Uganda and Eastern Africa region (including government agencies, CSOs, the private sector and the donor community);
- Proven experience in supporting and spearheading capacity building of varying stakeholders including catchment level organisations in development of catchment management plans and wetlands management plans that integrate DRR, CCA and EMR aspects
- Knowledge of climate change vulnerability and risks in wetlands as well as an understanding of climate change adaptation and Ecosystems Management principles and approaches in wetland ecosystems;
- Experience in supporting the identification and implementation of eco-based livelihoods and providing training on enterprise development
- Proven experience of project proposal development and project management;
- Experience with International NGOs or local NGOs in a similar position has an added value

### **Skills and Competencies**

- Ability to facilitate meetings/workshops

- Project management skills including development of work plans, financial management, monitoring and evaluation and effective reporting
- Strong communication skills (oral and written) with capacity to draft outputs independently and to disseminate project outputs to a broad audience;
- Fluency in both spoken and written English.
- Ability to prioritize and meet deadlines
- Proven ability to work in teams in a multi-cultural environment
- Proficient in using office applications (MS Word/Excel/PowerPoint) and other web-based management systems. Proficiency in GIS is an added advantage
- Proven experience in fundraising and resource mobilisation

### **REMUNERATION**

Remuneration is commensurate with experience and qualifications.

### **METHOD OF APPLICATION**

Applications should consist of a curriculum vitae and covering letter and be emailed to [kenya@wetlands-africa.org](mailto:kenya@wetlands-africa.org) and copied to [jmulonga@wetlands-africa.org](mailto:jmulonga@wetlands-africa.org) and clearly marked – *Application for Project Officer – Uganda* - no later than 5pm Ugandan time on November 30<sup>th</sup> 2018