



## **TERMS OF REFERENCE**

**Position title:** Community Development Facilitator for EU-Devco Project

**Duty station:** Jig-Jiga, Ethiopia

**Reporting to:** Field Officer

**Type of Contract:** Consultancy

**Duration of initial contract:** 1 years initially, including a probation period of 3 months, with a possibility of extension.

## **BACKGROUND**

Wetlands International is dedicated to safeguarding and restoring wetlands for people and nature. 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. Our global not-for-profit network of 20 independent offices is governed by a Supervisory Council and a Board of the Association of 35 national government and non-governmental organization members. We bring knowledge into policy and practice, connect local actions in 100 countries to make a global difference, we catalyze actions that support those that use or depend on wetlands, and we are passionate about the positive change we make for people and nature. 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 – Ethiopia Country Program*

Since 2010, Wetlands International has been active in Ethiopia jointly working with humanitarian & development organizations to ensure community stability and resilience through strategic interventions for water security and disaster risk reduction. This involves direct field interventions, institutional capacity building and advocacy for food security, water security and ecosystem rehabilitation. We also work to ensure an integrated approach to wetland landscape management. We bring different stakeholders together to assist them in bringing together water management, conservation, disaster risk reduction, Watershed management, WASH and sustainable agriculture.

### *EU-Devco Project*

Wetlands International, along with partners, will be implementing an EU-funded project entitled “Up-scaling community resilience through ecosystem-based disaster risk reduction” in the Fafen/jig-Jiga zone of the Ethiopian Somali Region. The project

aims to scale-up ECO-DRR interventions in Gursum, Jig-Jiga and Tullu Guled Woredas. The project focuses on reducing the vulnerability of communities to drought and flood risks, which are the two most important climate-induced risks affecting the lives and livelihoods of communities in the project areas. Integrated Risk Management and landscape approaches will be employed in the project implementation.

For the successful implementation and scale-up of Ecosystem based Disaster Risk Reduction (Eco-DRR) interventions in the target areas, the project will pass through four important processes which include:

- mobilization of stakeholders and laying a strong foundation of systems and organizational arrangements;
- conducting a participatory risk assessment and action planning in order to identify needs and opportunities and set priorities;
- implementation of Eco-DRR measures;
- demonstration and publication of good practices and facilitation of integration in existing government planning and risk management processes.

As the complementary to the Partners for Resilience (PfR) project, this project will work in close partnership with existing government structures and research institutes and community-based organizations. For the successful implementation of the project, we are therefore seeking to hire an experienced and successful Community Development Facilitator to join our growing portfolio in Ethiopia

### **Job summary**

The Community Development Facilitator (CDF) reports directly to the Field Officer and is responsible for the implementation of the EU-Devco project activities and providing support in the mobilization of community and local government stakeholders. These include supporting the Field Officer in the mobilization and capacity building of target communities and local governments to plan and implement Eco-DRR measures in upper Fafan catchment; mobilization of stakeholders for the design of Eco-DRR plans based on landscape risk assessments; mobilizing communities and local governments stakeholders for the direct implementation of ecosystem restoration and protection measures; facilitating and assisting in field visits, assessments and documentation of good Eco-DRR practices, etc.

### **Specific duties**

Under the supervision of the Field Officer, the Community Development Facilitator will be expected to:

- Plan and oversee routine community mobilization efforts for actual field-level assessments, capacity building trainings, and on-the ground implementation of Eco-DRR interventions.
- Establish strong partnership with local governments stakeholders and regularly liaise with them for assessments, site-selections, Eco-DRR activity planning, and mainstreaming of best Eco-DRR practices in local government planning and investments.
- Support field-level scoping studies and site visits for catchment selection and preparation of site profiling

- Support in the organization of community groups and preparation of local by-laws.
- Support capacity needs assessments, action plan development and awareness raising events on Eco-DRR.
- Organize exposure visits for stakeholders' representatives on successful Eco-DRR interventions.
- Support in the organization of consultation meetings and planning workshops.
- Support field-level baseline and landscape risk assessments.
- Support in the preparation of Eco-DRR implementation plans for field based demonstration initiatives.
- Support in the organization of endorsement workshop of the implementation plan
- Lead the actual implementation of eco-system restoration interventions such as area closure, tree planting (fodder/multipurpose trees), soil and water conservation, riverbank and wetlands protection measures (forming Community NRM committee and by-law development).
- Mobilize and lead community and local government stakeholders for the implementation of water points/sources rehabilitation activities in selected sites.
- Establish and organize regular learning and dialogue forum.
- Undertake regular field visits, monitor project progress and share updates to the FO on a regular basis.
- Perform any other related functions as may be required by Wetlands International.

## **Educational Qualifications, Experience and Competencies**

### ***Education***

- Bachelor's degree in Disaster Risk Management, Natural Resource Management, Environmental science, Geography, Rural/Developmental Studies, Rural extension, Economics or related fields; A diploma in the above fields will be considered

### ***Experience/ competencies***

- A minimum Four years of related work experience in DRR, NRM, Community- or Ecosystem based Adaptation or similar skills at the community level.
- Experience implementing a development program with communities and local governments in dryland settings
- A good understanding of the environmental problems of Fafen catchment.
- Strong interpersonal skills and experience working with community groups and/or government officials
- Flexibility, adaptability and team orientation; ability to work independently yet productively is essential
- Attention to detail.

### **How to Apply**

- Candidates should apply by sending:
  - 1) An updated Curriculum Vitae, (mandatory)
  - 2) A motivation letter including one-page summary of experience (mandatory)
  - 3) Names and contact details of three professional referees.

- If you believe that your credentials meet the outlined profile, we invite you to apply by emailing your application to [kenya@wetlands-africa.org](mailto:kenya@wetlands-africa.org) and copied to [aadem@wetlands-africa.org](mailto:aadem@wetlands-africa.org) no later than 15<sup>th</sup> March 2019.

THE TITLE OF THE POSITION YOU ARE APPLYING FOR MUST BE MENTIONED ON THE SUBJECT OF YOUR MOTIVATION LETTER.

Women candidates are highly encouraged to apply.

Only shortlisted candidates shall be contacted.