

# ADVERT: COMMUNITY ENGAGEMENT AND TRAINING MANAGER REFOREST AFRICA, TANZANIA

## (1) Introduction to Reforest Africa

### *Status & background*

Reforest Africa is a growing organisation, initially registered in Tanzania in 2016 as a not-for-profit company. Subsequently it was registered under the Tanzania Non-Governmental Organisations Act in 2019 (registration number I-NGO/R/0826) and is overseen by a charity of the same name registered in England (charity number 1185419). Reforest Africa's vision is to see "Native forests recovering across Africa", with a mission "to develop and implement techniques for ecological restoration, conservation and monitoring of African forests for wildlife and people."

Reforest Africa is collaborating with Environmental Forest Certification Limited and Associazione Mazingira as a consortium to implement a project funded by a USAID grant - Tuhifadhi Maliasili. The project titled "**Ensuring effective long-term ecological restoration of the Kilombero Elephant Corridor (KEC) and the wider landscape**". The project's goal is to improve the biodiversity value of the KEC, by restoring degraded land, effectively managing the connected Magombera Nature Reserve, community engagement, and improving governance and capacity for scaling restoration activities to the wider landscape.

Reforest Africa wishes to recruit the following candidate to support this project

## (2) Position Description

<i>Job title</i>	Community Engagement and Training Manager
<i>Term</i>	Fixed 24 months, with 3 months' probation
<i>Location</i>	Mang'ula, Kilombero District, Morogoro Region
<i>Direct report</i>	Chief Technical Advisor (CTA)
<i>Other key working relations</i>	Magombera Nature Reserve Manager, Country Programme Manager and Finance Manager of the management team.  Mentoring from the Director and Country Secretary
<i>Background</i>	Community development, Environmental project management, Forest management, Conservation, Business administration, Agriculture extension, Communication

### *Role summary*

Reforest Africa is seeking a highly motivated and experienced individual to fill the position of Community Engagement and training manager in our organization. This is a newly created role that requires dedicated expertise in community engagement and participatory planning within conservation contexts. She/he will support a new two year USAID grant, lead all community engagement and design and delivery of training modules to beneficiaries. This role is essential to ensure good relations and communication with participating communities through equitable engagement processes, reconcile any conflicts and ensure lasting project success.

### *Scope of work*

- Lead community outreach activities, including working with women, men, farmers, youth and village natural resource committees
- Strengthen communication and accountability concerning management of Magombera Nature Reserve and restoration of KEC to local communities by leading community meetings
- Develop and oversee conflict resolution mechanisms for the Reserve and corridor
- Capacity building of communities in decision making related to Community Based Natural Resource Management
- Lead development of a locally appropriate forest restoration training curriculum under the supervision of Reforest Africa CTA and Director
- Lead community liaison and training activities associated with restoration and agroforestry
- Support review, updating and implementation of Reforest Africa social safeguards policies and protocols
- Provide internal training to Reforest Africa and partner organization staff to ensure upholding of high standard on engagement focused on Gender, Youth and Social Inclusion
- Prepare and manage a quarterly workplan for mobilising project activities, coordinating with partners
- Support monitoring and evaluation through designing and implementing social surveys relating to the project activities, report writing and financial reporting.
- Provide technical assistance to government, private sector and civil society partners to effectively support the delivery of the programme, including support in community livelihoods development, Human-Wildlife Conflict mitigation, regional development planning

### **(3) Selection Criteria**

#### *Essential Criteria*

- Relevant bachelor's degrees in Community Development or related field
- At least 4 years in similar position with highly demonstrated achievement in community engagement
- Demonstrable experience of working within a conservation or development setting, including a proven track record in planning, implementation, monitoring and evaluation.
- Excellent interpersonal and leadership skills.
- Proven ability to think creatively to work with communities to solve challenges related to trade-offs between conservation and development
- Knowledge of village land use planning processes
- Experience in social safeguard training
- Experience in Gender, Youth and Social Inclusion good practice
- Proven experience of working with different community stakeholders including with vulnerable and marginalised groups on rural community and livelihood development projects.
- Fluency in Swahili
- Analytical and evaluation skills.

- Proficient use of Microsoft office such as Word processing possession of, Excel and other relevant computer software.

### *Personal qualities*

- Willingness to work and be based in Mang'ula town, a remote rural setting
- Excellent communicator
- Strong team player, with excellent interpersonal skills and comfortable working in a multi-disciplinary team.
- Ability to work to deadlines
- Excellent management and organisational skills
- Creative problem solver

### **(4) Enquiries & Applications**

We are inviting applications by e-mail to [admin@reforestafrica.com](mailto:admin@reforestafrica.com) by 25<sup>th</sup> August 2023. In your application please include a covering letter explaining how you meet the selection criteria, cv, contact details for two professional references. Inquiries can be sent to Lasima Nzao ([Lasima.nzao@reforestafrica.com](mailto:Lasima.nzao@reforestafrica.com) and Dr Robin Loveridge ([robin.loveridge@reforestafrica.com](mailto:robin.loveridge@reforestafrica.com)).