

## JOB OPPORTUNITIES (2)

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### I. GENERAL OVERVIEW OF THE ORGANIZATION

The Tanzania Natural Resource Forum is a network organization registered in 2006 as a Non-Governmental Organization, with the aim of promoting the improvement of natural resource governance to achieve more sustainable rural livelihoods and better conservation outcomes. TNRF works for improved natural resources governance by helping to bridge the gap between:

- People's local natural resource management needs and practices, and
- National natural resource management priorities, policies, laws and programs

TNRF seeks to support its members by improving communication, sharing information, promoting collaboration and strengthening collective action.

TNRF facilitates member-driven 'Working Groups' on key policy and practice issues that are of direct interest to members. These working groups are very collaborative and provide an opportunity for TNRF's diverse membership to tackle concerns at a range of different levels. There are currently working groups engaged in TNRF's three main thematic areas of forestry, wildlife and rangelands. TNRF communications works at a cross cutting level, producing for example a web-site, weekly e-news, policy briefs in collaboration with partners and participatory film or radio targeted at advocacy. TNRF also successfully engages with other stakeholders in establishing round tables for CSOs, donors, international NGOs and government to discuss emerging issues related to the environment.

### II. PROJECT OVERVIEW

TNRF in partnership with TaTEDO-Sustainable Energy Services Organization [TaTEDO-SESO] are implementing the 3 years project name "*Integrated Sustainable Charcoal Value Chain Promotion Project*" funded by the European Union and contracted by The National Authorizing Officer for the European Development Fund (EDF) at Ministry of Finance of the United Republic of Tanzania. The overall objective of the project is to demonstrate and promote effective and efficient integrated approaches for improvement of sustainable forest management and charcoal production in rural areas with the view to increase environmental and charcoal value chain sustainability while promoting socio-economic development. Specifically, the project will improve capacities and commitments by local communities in five districts in Pwani Region (Kisarawe, Mkuranga, Bagamoyo, Rufiji and Kibiti Districts) to improve productivity along the charcoal value chain, sustainably manage forests and improve their socio-economic wellbeing.

In view of this, TNRF seeks to recruit the following two positions:

1. **Position:** Project officer - Land use Planning Expert /GIS Expert  
**Deadline for Application:** 02 March, 2024  
**Expected Start Date:** Immediately  
**Duty Station:** Dar es Salaam  
**Reporting To:** Technical Advisor (Forestry)/ TNRF Executive Director

#### 1.1 PURPOSE OF THE POSITION

To provide technical oversight on day to day activities of the project to promote planned and sustainable management of natural resources through facilitation of development of village land use plans including demarcation of forest land and managing village land forest reserves.

## 1.2. CORE RESPONSIBILITIES

- To collaborate with TaTEDO and respected district forestry officer to select villages potential for Joint land use planning with potential to establish forest reserves and woodlots.
- To support implementation of the village land use plans for the villages that have already have developed land use plans and demarcated area for forest reserve.
- To support development of village land use and joint village land use for the shared forestry resources.
- To support the village with shared forestry resources to have resource use agreements.
- To support resources mapping exercise to identify villages and land use statuses for effective support of its implementations.
- To coordinate implementation of project activities related to land use according to agreed work plan and budget.
- To ensure that financial resources are used in accordance with approved annual plan and budget.
- To support local government authorities on awareness creation on the process of developing village land use plans and joint village land use plans for resources sharing to enable them to negotiate and agree on the use of the shared resources among villages and development of joint forest management plans.
- To support the development of joint land use plans with joint land use agreement.
- To support village councils from project villages, form and or strengthen village land use management committees for individual villages and joint village land use management committees.
- To support district councils to develop model by-laws for village land use plans and forest resources
- Lead in collaboration with Staff from district council all GIS work of the project.
- To work with Project Forest Officer and TatEDO team in the implementation of the project activities in five districts of Pwani region.
- To contribute to TNRF strategic planning and development.

## 1.3. OUTPUTS

- The Project officer/GIS expert will be responsible for the following outputs: -
- Formation and or strengthening of Village Land Use Management Committees (VNRCs).
- Identify and demarcate areas of forest/woodland on village land.
- Approve village land use plans.
- Approve Joint village land use plan the shared forestry resources where the forest is jointly owned by many villages.
- Resource sharing agreements for the shared forestry resources where the forest is jointly owned by many villages,
- Development of by-laws that support management plan.
- Registration of village land use plans at the National Land Use Planning Commission.
- Project reports and high-quality outputs as indicated in the project document, focusing on the key deliverables (details for each deliverable will be provided in the project document).
- Resource mapping report.
- GIS Maps for all project district and villages.

## 1.4. REQUIRED QUALIFICATIONS AND DESIRED ATTRIBUTES

The Project land use planning/GIS officer will have the following broad skill-set:

- Advanced University degree in Land use Planning, Town and Regional planning, Natural Resource Conservation and Natural Resource Assessment and Management or related fields.
- Solid background and experience (at least 5 years) in Land Use Planning, natural resource management issues, with sound knowledge of Land laws and Land use planning guidelines and policies in Tanzania, and across the region.
- Excellent facilitation and networking skills, with strong working relationship with National Land use Planning Commission (NLUPC), and local government authorities in Tanzania.
- Practical experience of working with private sectors, CSOs, local and central government and development partners in supporting the process of village land use planning and joint village land use planning in Tanzania.
- Strong reporting and communication skills with evidence of related outputs indicated above specifically on GIS and land use planning and or publications/writings.
- Proven track record in successfully developing and managing projects in the field of land use planning, natural resources management, international development, or other related fields.
- Excellent interpersonal skills, with the ability to network and to develop and maintain strong relationships at all levels with local communities, government agencies, the business community, the not-for-profit sector and the TNRF network.
- Adaptable, flexible, able to take initiative and prioritize amongst competing demands.

### 1.5. TERMS OF CONTRACT

This is a project funded position for which a fulltime and attractive package commensurate with the nature of the position will be offered per 1 annual basis, renewable on the basis of performance and availability of funds.

## 2. **Position:** Forest Officer

**Deadline for Application:** 02<sup>nd</sup> March, 2024

**Expected Start Date:** Immediately

**Duty Station:** Dar es Salam

**Reporting To:** Technical Advisor (Forestry)/ TNRF Executive Director

### 2.1 PURPOSE OF THE POSITION

Providing technical expertise to the project lead on all technical forestry related matters and ensures program compliance with internal policies and external requirements.

### 2.2 CORE RESPONSIBILITIES

Responsible for project management of specific outputs:

- In collaboration with local government authorities to support communities along the process of forest management planning in Tanzania including understanding on demarcation of forest areas and preparation of detailed village forest area GIS maps developed from satellite imagery and topographic maps including any other documentation including previous land use maps.
- Develop forestry management plan for the forestry shared resources – a joint forest management plan at the landscape level.
- To establish task force that will guide all the harvesting activities in the forest land within village lands.
- Team up with Land Use Planning/GIS officer to develop village land use plan and or joint village land use plan for the villages with shared forestry resources.

- Support community and local government authorities in implementation of forest management plan and by-laws.
- Monitoring and evaluation on the implementation of VFMP activities.
- To strengthen village forests and natural resources committee and supply them with needful equipment and tools such as whistle, torches, etc.
- Facilitate community in use of community-based forest monitoring systems.
- Strengthen management of natural forests for sustainable charcoal production.
- In collaboration with TaTEDO, to strengthen the capacity of institutions responsible for land administration and forestry management at district and village level.

### **2.3 OUTPUTS**

- Forest management and harvesting plans developed.
- Village by-laws and other regulations prepared.
- Taskforce created that will guide all the harvesting activities in the forest land established.
- Forestry Management Plan Gazetted.
- Joint forest management plan at landscape level established.
- Management plan implemented and by-laws & regulations enforced.
- Community-based Forest monitoring plans and system developed.
- Local community trained on use of mobile device and other tools to monitor forest.

### **2.4 REQUIRED QUALIFICATIONS AND DESIRED ATTRIBUTES**

- Bsc or MSc in forestry or relevant natural resource management degree and 5 years' experience in forestry or related field or equivalent combination of education and experience.
- Experience with established forestry management plan for the forest shared resources and registration or gazettement of the forest management plan forestry company, NGO or research institution.
- Conversant with the guidelines for forest management planning in Tanzania.
- Experience negotiating with community for shared forestry resources that fall within more than one village boundary.
- Supervisory experience.
- Experience using applications such as Microsoft Word, Excel, and other software including GIS
- Knowledge of forestry and conservation science.
- Ability to explain conservation practices to technical and non-technical audiences.
- Knowledge of current trends and practices in Tanzanian forestry and wood fuels.
- Completing tasks independently with respect to timeline(s).
- Excellent communication skills via written, spoken and graphical means in English and other relevant languages.

### **2.5 TERMS OF CONTRACT**

This is a project funded position for which a fulltime and attractive package commensurate with the nature of the position will be offered per 1 annual basis, renewable on the basis of performance and availability of funds.

## **III. BEHAVIOR COMPETENCIES**

### **Core Competencies**

<b>Communication</b>	<i>Communicating orally in a clear manner and adjusting one's use of language to the receiver's level. Showing one absorbs and understands important (non) verbal information and asking further questions when necessary.</i>
<b>Integrity</b>	<i>Maintaining high ethical standards both personally and professionally: being incorruptible.</i>
<b>Working with others</b>	<i>Taking responsibility to build and maintain positive relationships and valuing the opinion of others.</i>
<b>Flexibility</b>	<i>Adaptable and receptive to new idea. Willing and able to adapt/change one's behaviour and/or views to changing circumstances in order to attain a set goal</i>
<b>Self-development</b>	<i>Having insight in one's identity, values, strengths and weaknesses, interests and ambitions and taking action in order to enhance one's competences where and when possible.</i>

### **Job related Competencies**

#### **Vision**

*Distancing oneself from daily routine, exploring ideas for the future, regarding facts from a distance and seeing them in a broader context or in the longer term*

#### **Leading groups**

*Providing team/group with direction and guidance and encourages cooperation between group/team members in order to attain an objective.*

#### **Networking**

*Developing and maintaining relations, alliances and coalitions within and outside the organisation and using them in order to obtain information, support and cooperation.*

#### **Planning and organising**

*Setting goals and priorities, indicating the required actions, time and resources to achieve those goals*

#### **Negotiation**

*Obtaining maximum results in situations of different interests in such a way that all parties accept and agree and relationship is not damaged.*

#### **Persuasiveness**

*Influencing other people's attitudes and opinions and gaining agreement or support for proposals, plans and ideas*

**IV HOW TO APPLY:** Interested Candidates for this job are kindly requested to send their CV accompanied by a cover letter and copy of certificates to [recruitment@tnrf.org](mailto:recruitment@tnrf.org) Copy to [tnrf.recruitment@gmail.com](mailto:tnrf.recruitment@gmail.com) OR through P.O Box 15605, Arusha, Tanzania.

Indicate in the subject, the specific post you are applying for: Application **for Land use planning officer or Forestry officer**