



Tembo Nickel Corporation Limited (“Tembo Nickel”) is an operating company formed via the Framework Agreement (19 January 2021) between Kabanga Nickel Limited (“Kabanga Nickel”) and the Government of Tanzania (“GoT”) for development of the Kabanga nickel deposits in Ngara District, Kagera Region, Tanzania (“Kabanga Nickel Project”). Under the Framework Agreement terms, Tembo (owned 84% by Kabanga Nickel and 16% by GoT) has been formally established for the mining, processing, and refining of battery-grade nickel with cobalt and copper by-products.

Kabanga is among the world’s largest high-grade undeveloped nickel sulphide deposits, with exploration upside on existing licenses. Once in operation, the Kabanga Nickel Project will produce battery-grade nickel, cobalt, and copper refined metals in Tanzania. The Tembo Nickel’s Kahama Multi-Metals Processing Facility (MMPF) will use Hydromet Technology by Lifezone Metals. Hydromet Technology is significantly more cost efficient than smelting. It will reduce the carbon footprint, minimise environmental impact, lower capital, and production costs, and contribute significantly to the economic growth of Tanzania.

1. JOB TITLE: LIVELIHOOD AND RESTORATION LEAD

Position Summary

Tembo Nickel is seeking to recruit a Livelihood and Restoration Lead to join the Tembo Nickel Project team. The Livelihood Restoration Lead is responsible for reviewing, improving and coordinating the effective identification and delivery of appropriate livelihood restoration programs and transitional support to the Project Affected Persons (PAPs). The role is to ensure the livelihood restoration strategies are completed in compliance with the Tanzanian legislation and IFC Performance Standard 5.

The successful candidate will report to the Resettlement Manager.

Duty Station : **Tembo Nickel Kabanga, Ngara District**

Job Duration : **1 Year**

Roster : **6/3**

Responsibilities

- Developing a detailed understanding of the Resettlement Action Plan (RAP) and identified livelihoods strategy for physically and economically displaced PAPs.
- Supporting the detailed elaboration of the livelihood restoration programs according to the Livelihood Restoration Plan (LRP) including understanding any specific Project Affected Households (PAHs) requirement.
- Supporting and leading engagement at the District, Ward, Villages, Resettlement Working Group (RWG), Feedback meetings with PAHs at all levels with government stakeholders and community representatives in the identification of livelihood challenges and opportunities for livelihood restoration.
- Leading the transitional livelihoods support program and ensuring that physically and economically displaced PAPs do not suffer further impacts.
- Supporting the Land Access and Resettlement Coordinator for RAP Implementation including implementation of transitional livelihoods.
- Monitoring transitional livelihoods, implementing partners and ensuring the full and proper delivery of all identified support packages are carried out until replacement houses and replacement land have been made available.

- Supporting the identification of replacement agricultural land for economically displaced PAPs and the allocation of replacement land for physically displaced PAPs as required.
- Working with the broader RAP Implementation team to ensure that Replacement Land tenure security, customary Right of Occupancy, and registration have been achieved, and certificates have been delivered to affected PAPs, if relevant.
- Supporting the identification of potential livelihood restoration implementation partners, conducting a detailed assessment of potential partners and providing feedback to the RAP Manager.
- Supporting the procurement process for livelihood restoration implementation partners and the onboarding of these partners into the RAP Implementation program.
- Identifying opportunities for the implementation of livelihood restoration pilot programs that can be tested early with the objective of identifying risks to fully restored livelihoods.
- Providing inputs and supporting the implementation of livelihood restoration programs, ensuring that all PAPs identified as recipients of livelihood restoration support, participate in these programs, identifying and reporting any reasons for non-participation.
- Defining livelihoods restoration monitoring activities and KPIs and implementing robust livelihoods reporting mechanisms.
- Supporting and providing inputs to the Resettlement Working Group Committee on livelihood restoration programs design and implementation.

- Monitoring and centralizing livelihood restoration data coming from field teams; reviewing implementation progress and identifying lagging areas.
- Interfacing with the Replacement Housing to ensure that the Replacement Housing Construction process is aligned with the pre-displacement activities and transitional livelihoods process.
- Ensuring any schedule impacts associated with the Replacement Housing construction process are translated into mitigation measures to guarantee that the livelihoods of physically displaced PAHs are not unduly impacted.
- Participating in weekly progress calls with livelihood restoration implementation partners and reviewing field progress reports.
- Submitting weekly and monthly reports as determined by the RAP Manager.

Qualifications and Skills Required

- A bachelor's degree is required in one of the following fields: agriculture, agriculture and livestock production, agricultural economics, agronomy, agribusiness, fisheries management, natural resources management, social sciences, environmental sciences or related discipline.
- Previous experience in managing livelihood restoration programs for Projects Affected Persons that conforms to IFC PS5.
- Demonstrate strong project management, coordination, teamwork, skills, with a proven ability to function effectively with multiple counterparts in the private, public and NGO sectors.
- A minimum of 10 years of professional experience in Resettlement Implementation and Livelihoods Restoration is preferred.
- Knowledge and previous experience in enterprise development preferred.

- Ability to work in a complex environment with multiple tasks, short deadlines and intense pressure to perform.
- Excellent communication skills with a proven ability to develop and maintain good relations with stakeholders including local communities and local government authorities.
- Excellent computer and analytical skills.
- Excellent written and verbal communication skills in Swahili and English, including excellent presentation skills and demonstrated technical writing skills.
- Demonstrate team leadership and coaching skills.

2. JOB TITLE: MONITORING AND EVALUATION LEAD

Position Summary

The Monitoring and Evaluation Lead is responsible for designing, coordinating, and implementing the Monitoring and Evaluation (M&E), research, and learning framework of the resettlement project. The M&E will cover key components of the resettlement, which include:

- Monitoring the Project footprint and host sites boundaries to prevent encroachment,
- Tracking cash compensation impacts
- Overseeing livelihood restoration program
- Evaluating the overall implementation of the resettlement program

The successful candidate will report to the Resettlement Manager.

Duty Station : Tembo Nickel Kabanga,

Responsibilities

- Develop an M&E framework by designing and implementing a comprehensive Monitoring and Evaluation system to assess the Project's performance and impact.
- Consolidate and establish baseline information relating to resettlement for onward analysis and observation of trends.
- Develop M&E tools and processes, including indicators, data collection instruments or tools, and reporting templates for monitoring the Project footprint boundary, host sites boundaries, livelihood restoration and cash compensation.
- Contributing to the development and execution of a comprehensive data management strategy aligned with Tembo Nickel's resettlement action plan and livelihood restoration objectives.
- Developing and overseeing data collection and governance protocols, ensuring that data management practices adhere to regulatory requirements and industry standards.
- Developing, maintaining and updating all livelihoods and related databases.
- Oversee the collection of quantitative and qualitative data using appropriate data collection methods. Ensure the integrity, accuracy, and reliability of data, and analyse data to generate insights and identify trends, patterns, and areas for improvement.
- Analysing resettlement monitoring data to answer queries, identify issues or trends of concern, and recommend improvement opportunities for the resettlement programs.
- Develop data formats to present information in an accessible manner.

- Providing technical M&E leadership to ensure the technical integrity of the Livelihoods Restoration program and its ability to achieve its goals, objectives, and targets.
- Guiding the utilization of the Livelihoods Restoration contractor's performance data to inform strategic decision-making and project planning.
- Ensuring Livelihoods Restoration data is entered into Tembo Nickel organization-wide data management system designed to capture, analyse, and disseminate the project's data.
- Maintain continuous training and coaching of the data collection and monitoring team to ensure optimal efficiency and productivity of the M&E team.
- Prepare weekly, monthly, quarterly and annual operational reports, as well as the M&E results, with clear and actionable data reports, visualizations, and dashboards to communicate key findings and trends to management and other stakeholders.

Qualifications and Skills Required

- A bachelor's degree is required in the following fields: data management, data science, information systems, computer science, statistics, agricultural economics or a related discipline.
- A minimum of 10 years of demonstrated professional experience in data management and resettlement is required.
- Strong technical skills, including the ability to process and analyse data using one or more statistical software packages such as SPSS, MS Access, Excel, or Borealis.
- Demonstrated ability to analyse data to support informed decision-making.

- Professional experience of monitoring and evaluating large multi-year international development programs.
- Proven expertise in quantitative and qualitative methodologies, research, reporting, data quality assessments, data analysis and presentation.
- Demonstrate a strong management, coordination, teamwork and planning skills with proven ability to function effectively with multiple counterparts in private, public and NGO sectors.
- Ability to work in a complex environment with multiple tasks, short deadlines and intense pressure to perform.
- Demonstrated leadership and coaching skills.
- Excellent written and verbal communication skills in English and Ki-Swahili, including excellent.

Tembo Nickel offers a competitive remuneration package, and ONLY shortlisted candidates will be contacted.

How to Apply:

This is Full-time Job, Applicants are invited to send their resumes indicating the role title in the subject via email jobs@tembonickel.com Application closing date is **17th September 2024**.

Note: Tembo Nickel Corporation Limited is committed to provide equal employment opportunities based on merits, and we do not charge candidates any fees in the whole recruitment process.

Women are strongly encouraged to apply.