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JOB DESCRIPTION

Position:	Marine NRM Officer
Reports to:	PSEPA Programme Manager
Supervises:	None
Grade:	A2
Location:	Angoche, Nampula- Mozambique

I. BACKGROUND

Mozambique is one of the most biodiverse countries in the world. Critical forest, freshwater and marine land- and seascapes provide important socio-economic benefits to the communities who depend upon them directly, as well as to the national population more broadly. Yet these natural ‘assets’ are under extreme pressure. WWF Mozambique’s (MCO) vision is that **“Natural capital is well maintained and thriving, ensuring sustainable and equitable development for the wellbeing of the people of Mozambique.”** This vision is intended to be achieved through four conservation goals on governance, the Rovuma landscape, the Zambezi landscape, and the Mozambique seascape.

The Mozambique seascape sub-strategy goal is that by 2020, priority coastal and marine habitats and species populations are at least maintained at 2015 levels or recovering. Three main sub-strategies are identified to achieve this, namely: (a) reducing the negative impacts from commercial and artisanal fisheries; (b) ensuring that priority habitats and coastal communities are resilient and better adapted to climate change impacts; and (c) building civil society capacity and knowledge to apply the precautionary approach to extractive industry development in marine and coastal areas. The scope for the sub strategy includes four specific geographical areas of focus for activities and impact, namely Quirimbas Archipelago (including Quirimbas National Park (QNP) and Environmental Protection Area of Primeiras and Segundas Islands in the north), the Sofala Bank fishing grounds in the center, and the Bazaruto National Park (BNP) and Archipelago in the south.

As a result of a growing population, increasing demand from foreign seafood markets, and lack of management and enforcement in PSEPA, intense pressure has been put on coastal and marine ecosystems of Primeiras and Segundas. More

recently, WWF advocated for and was involved in the creation of the Primeiras and Segundas Environmental Protected Area (PSEPA), as well as the development of the Protected Area Management Plan, which was finally approved in June 2017. Consequently, WWF is starting two new projects for PSEPA – 2 year Co-management of PSEPA funded by WWF US and 4 year Safeguarding PSEPA funded by Blue Action Fund. The main objective of the projects is to improve the management of PSEPA in close cooperation with relevant stakeholders.

II. MAJOR FUNCTIONS

WWF MCO is therefore seeking to recruit an experienced, enthusiastic and effective Marine-NRM Officer, based in Angoche, to work in close cooperation with the marine programme on all marine activities implemented within the PSEPA area coverage. In particular, he/she will:

- Implement coastal and marine natural resource management activities in Angoche District and support the implementation of activities in other PSEPA Districts and ensure that existing projects at the landscape level are implemented;
- Provides advice and collaboration to PSEPA Programme manager and the WWF Staff in Maputo Country Office, such as: Seascape Coordinator, Conservation Manager, M&E Officers, Communications Officers, etc as appropriate, on marine issues.
- Works with the marine staff from WWF- Network Offices (WWF-NOs) for delivery of projects being implemented in Mozambique as required;
- Supports the development, management and implementation of the WWF Mozambique marine strategy, ensuring its on-going alignment with National priorities and with other WWF regional and thematic priorities and focus according to the Global Programme Framework (GPF) ensuring strong delivery on the WWF MCO Conservation;
- Collaborates with other field officers, providing technical assistance as required, in accordance with WWF policies, procedures and standards.
- Support , supervise and guide the work of other field officers in other PSEPA districts

III. DUTIES AND RESPONSIBILITIES

a) Development of Coastal & Marine NRM activities within PSEPA (60%)

- Develop and manage marine projects activities to achieve project objectives;
- Develop and operate under an annual workplan system, which will be reviewed by the MCO; and prepare monthly and quarterly costed work plans for activity implementation
- Prepare budgets and ToR for the implementation of specific activities when requested and developed specific technical reports for the execution of these activities

- Work with the government partners, donors, NGOs, civil society, local communities and others in the WWF network to implement the strategic action plan and establishment of stakeholders taskforces;
- Identify priority areas for strategic marine related research in the biological and socioeconomic sciences, and coordinate implementation of some of this research;
- Provide management advice and disseminate results to inform decision and policy making process on marine conservation and environmental protection;
- Support the preparation of terms of reference for consultancy assignments, field missions and exchange experiences, as well as, other required contracts
- Reviewing technical documents and proposals, providing strategic and technical comments
- The incumbent will be responsible for effective monitoring of the level of implementation of the marine programme in PSEPA, the mid-term review (MTR) and other evaluation exercises,
- Prepare technical reports in marine initiatives for incorporation in the main MCO conservation technical reports as required.

b) Information Management and Communication (25%)

- Work closely with MCO Communications Manager, PSEPA Programme manager, M&E-GIS-Documentation Officer and other colleagues to publish regularly the results of field work done in relation to marine initiatives.
- Prepare policy-related briefs, papers and guidelines.
- Prepare detailed monthly progress reports related to activity implementation, including observations from field, lessons learned, required M&E indicators monitored, real expenses versus planned expenses, constraints and opportunities identified, etc.
- Represent the WWF-MCO in meetings and conferences to which WWF-MCO is invited to attend.
- Participate in strategic meetings related to communication and management of information issues
- Collaborate in the preparation of overall projects communication materials, awareness raising and advocacy
- Draft informative and response letters to government and other stakeholders as required
- Support communication campaigns in radios and schools, etc.
- Support the Forum of Marine and Coastal CSOs (FOSCAMC) at provincial level

c) Technical Support and Capacity Building (10%)

- Providing technical backstopping to the WWF's marine initiatives and in any other requested aspect;

- Participate in relevant technical working groups, conservation meetings and workshops in the district, province, country and the region, and develop papers, reports and presentations on MCO work when needed.
- Prepare adequate capacity building materials and workshop presentations for communities and government officers related to sustainable management of coastal and marine natural resources (fisheries, mangroves), importance of conservation for sustainable development and climate resilience, responsible use of fishing techniques and methods, etc. understanding of basic marine ecology, etc.
- Support the implementation of a monitoring and surveillance system to protect key environmental habitats and protected species (MOMS, Rangers, Community NRM committees, etc) and build their capacities
- Provide technical support for the collection of NRM data for M&E, as well as their analysis to support strategic adaptive management of activity implementation
- Support to increase knowledge and build the capacities of artisanal fisheries associations, local fishing councils, CGRNs, etc.
- Support Biological and Ecological research of expert consultants,
- Support the establishment of community conservation areas and build capacities for the management, mobilize communities for their participation

d) Other duties and responsibilities (5%)

- Perform other related duties as may be assigned by the PSEPA Programme Manager, Seascope Coordinator or Conservation Manager for the smooth and efficient implementation of the MCO conservation program.

IV. PROFILE

REQUIRED FUNTIONAL SKILLS

- University Degree in Marine Biology or Coastal & Marine Resource Management, or similar related field. A Diploma in combination with 3 additional years of qualifying experience may be accepted in lieu of the university degree.
- At least 2 years of field work experience working in coastal communities in Mozambique on natural resource management and conservation assisting the implementation of projects on: sustainable fisheries, community-based conservation areas, etc
- Familiarity with Participatory Rural Assessments (PRA) and community & government engagement and mobilization;
- Experience and skills in planning, implementation, management, monitoring and reporting of project activities at the field level
- Experience on preparing and organizing trainings at community levels
- Knowledge on surveillance and monitoring-control of natural resources and conservation areas is also a good advantage;

- Knowledge around development of artisanal fisheries management plans, mangrove management and community conservation management will be advantageous

REQUIRED SKILLS AND COMPETENCIES

Languages & ITC

- Excellent Portuguese and English communication skills (oral and written). Verbal communication in Coti and/or Emacua (local languages of coast of Nampula and Zambezia provinces) will be a huge advantage.
- Ability to draft official informative letters to government and other stakeholders
- Ability to prepare informative project documents and training materials and conduction of workshop to build capacities of other people and create awareness, advocacy
- Public speaking ability and experience to raise points and present information in conferences and seminars etc,
- Ability to communicate and engage with a different type of project stakeholder (local communities, government, donors, private sector, etc)
- Computer literacy in MS Office (MS Word), spread sheets (Excel), presentations (MS PowerPoint), email and internet research essential.

Other personal skills

- Proven interest, passion and commitment for the conservation of nature and community development work
- Proven ability to work and live in remote location without fulltime access to some commodities (cope with power cuts from time to time, etc), as well as, flexibility and adaptability to adjust to new working environments
- Self-motivated, dynamic and proactive professional with collaborative and team player spirit
- Ability to spend occasionally long ours travelling by 4x4 in off-roads and by boat to reach communities and integral marine reserves
- Ability to represent with high standards the organization and its values
- Zero tolerance to corrupt behaviours and be an example to others
- Hardworking and responsible person with good organization, analytical, communication and leadership capacities
- Ability to swim and snorkel well (own diving license is an asset)
- Leadership and supervisory skills with other officers
- Ability to ride a motorbike and own a license to do it a strong asset
- Adheres to WWF's values, which are: *Passionate & Optimistic, Challenging & In-spiring, Credible & Accountable, Persevering & Delivering Results.*
Adheres to WWF's behaviours, which are: Strive for Impact; Listen Deeply; Collaborate Openly; and Innovate Fearlessly

V. WORKING RELATIONSHIPS

Internal: Interacts and works closely and on a regular basis with PSEPA Programme Manager, Marine NRM Officer (Moma), M&E and GIS Officer, Project and other conservation staff in Maputo office.

External: Interacts with governmental institutions, non-governmental organisations, academic institutions, specialists/consultants, the private sector in the fishing and extractive industry and other stakeholders, in collaboration with PSEPA Programme Manager as appropriate.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organizational needs.

Prepared by Date:.....
Seascapes coordinator

Reviewed by Date:
Human Resources Manager

Approved by Date:
Conservation Manager

Accepted by Staff member: Date: