

The Nature Conservancy
JOB DESCRIPTION

TITLE:	Tuungane Project Manager
POSITION FAMILY:	Conservation
JOB NUMBER:	250005
SUPERVISOR:	Conservation Director, Africa Program (based in Arusha, Tanzania)
LOCATION:	Kigoma, Tanzania
DATE:	10 January, 2012

PROJECT BACKGROUND

Tuungane, meaning 'Let's unite' in Kiswahili, is an integrated conservation and development project that unites NGOs from the health and conservation sectors in the Kigoma and Mpanda Districts surrounding Mahale National Park on the shores of Lake Tanganyika.

In Western Tanzania, threats to the well-being of both the people and the environment in the Greater Mahale Ecosystem adjacent to Lake Tanganyika are tied to poverty, a rapidly growing human population, and extreme isolation. The area fosters an incredible diversity of life and is home to more than 300 species of fish and 90% of Tanzania's endangered chimpanzee population. People living here are entirely dependent on the land and the lake's natural resources for their livelihoods. Without access to modern contraception, health services and education, village populations continue to grow and are forced to expand their settlements and farms up the nearby rivers and into the wild lands. As forests are haphazardly cleared for agriculture, the coastal zones become overwhelmed with sediment and push fishery production into further decline. The integrated nature of the challenge calls for a holistic solution.

The Nature Conservancy (TNC), Frankfurt Zoological Society (FZS) and Pathfinder International have created a partnership to address population, health and environment (PHE) issues in the Greater Mahale Ecosystem. The two conservation partners already have a strong foothold in the region: FZS Mahale Ecosystem Management Project began in 2003 with a well-established project team in the area; and TNC and FZS have been working there together since 2010 under a 4-year USAID award to expand community conservation and understand the impacts of climate change. More recently, TNC and FZS invited Pathfinder to explore integration of health interventions, especially family planning (FP), to the communities already served by these two organizations. Together, these three partners have committed themselves to a long term project with the vision to see the Greater Mahale System as a diverse, functioning ecosystem that sustains healthy and resilient human and natural communities forever. The three organizations have developed the long term goals of the project, including:

- Terrestrial ecosystem health is maintained and improved in critical areas
- Freshwater ecosystem health is maintained and improved in critical areas
- Local communities with healthy sexual and reproductive lives
- Enabling environment that supports healthy women and children

We are seeking a Project Manager to manage annual workplans and budgets, staff, communication between partners and increase exposure of this project with National, Regional and District officials. We are therefore looking for an individual who is eager to spend time in the field getting to know project staff and understanding the situation on the ground. The Greater Mahale Ecosystem is remote, with poor transport and communication networks, making it a very challenging living and working environment.

ESSENTIAL FUNCTIONS

The Tuungane Project Manager is responsible for implementing strategic activities in partnership with Pathfinder International and Frankfurt Zoological Society, managing staff, developing and managing budgets, growing the support network and helping to raise funds to achieve project objectives in the Greater Mahale Ecosystem of western Tanzania.

She / He works closely with the Africa Region staff, other divisions of The Nature Conservancy (TNC), Pathfinder International, Frankfurt Zoological Society, government agencies, regional institutions, NGOs, multilateral and bilateral agencies, land and water managers, communities and the private sector to develop, coordinate and implement project strategies.

The integrated project is officially just beginning although all these organizations have presence on the ground currently. The Project Manager is employed by The Nature Conservancy and is charged with creating and implementing annual work plans and reporting project outcomes and challenges to an executive team on a quarterly basis. She/he is also responsible for gaining Government support and for helping to secure additional funding. This will require the Tuungane Project Manager to meet frequently with District and Regional Government officials in Kigoma and Mpanda as well as Dar es Salaam. Building relationships with Overseas Development Agencies and private donors will also help increase project funding. Both government and private fundraising will be supported and coordinated by existing TNC fundraising staff in Tanzania and America.

Essential functions include:

- Oversee development and implementation of annual project work plans.
- Manage and build capacity of project staff by organizing study tours and trainings
- Maintain and establish key partnerships with international, regional, national and local governmental, multilateral, bilateral, and non-governmental organizations that can help advance project objectives in the Greater Mahale Ecosystem. Raise awareness of Project's mission, goals and capacity among key government, multilateral, bilateral, NGO and local authority officials.
- Lead and coordinate the development and implementation of practical and innovative strategies by TNC and project partners.
- Help raise private and public funds for the project by helping write and edit grant proposals and conducting donor visits.
- Develop policy statements and documents for conferences and coordinate staff participation in priority conferences.

The Tuungane Project Manager works closely with TNC, Pathfinder and Frankfurt Zoological Society staff in Arusha and Dar es Salaam, as well as TNC's Conservation Lands Program, Freshwater, Marine and Climate Change teams.

BASIC QUALIFICATIONS

- Bachelors degree and 7 years experience in conservation or reproductive health care practice or equivalent combination of education and experience.
- Experience managing complex or multiple projects, supervising multiple staff, including coordinating the work of other professionals and partners.
- Experience in partnership development (partners, community, government, etc.).
- Experience leading rural develop or conservation projects in Tanzania.

REQUIRED KNOWLEDGE AND SKILLS

- Bachelor's degree in natural resources management or health, natural resources and/or health policy or a related field and 7 years of work experience in natural resources conservation and/or health and/or government relations.
- Experience working with a diverse set of stakeholders (e.g., government, private sector, NGOs, academic community); experience coordinating complex inter-disciplinary, cross-sectoral and international multi-stakeholder processes of institutional development at multiple levels (e.g. local, national, multi-national).
- Experience in partnership development (partners, community and government) including extensive networking with high-level government and NGO contacts. This position requires a politically acute and high energy individual to drive results with partners. Must have knowledge of and experience interacting with operations of multilateral and bilateral institutions.
- Proven project management skills (preferably international project management), including the ability to develop long-term goals, set clear and measurable objectives, establish and meet deadlines, and work within teams to complete deliverables on time and within budget.
- Ability to work smoothly and simultaneously as a team member with people at various organizational levels and to work with partners to build positive relationships and build the recognition of the Project across the region.
- Knowledge of current trends in conservation, reproductive health, integrated water resources management, protected areas management, and community-based conservation in Tanzania and east Africa.
- Demonstrated leadership qualities and ability to work effectively with and through others in a decentralized and geographically dispersed organization. The Tanzania Project Manager must have demonstrated flexibility to changing situations and priorities.
- Excellent English written and oral communications skills, with the ability to speak and write clearly and concisely to a broad range of audiences, including the general public, elected officials, public agency professionals, conservationists, scientists and attorneys.
- Must be fluent in Kiswahili.
- Familiarity with standard office software for e-mail, word processing, spreadsheets, databases, and presentations.
- Proven ability to build organizational capacity through fund-raising, partnership development, hiring and supervision.
- Ability and willingness to travel frequently within Tanzania, east Africa, and to the US and Europe as needed.

COMPLEXITY/PROBLEM SOLVING:

- Diagnoses complex problems and identifies creative solutions
- Interprets guidelines, evaluates information, and modifies processes to adapt to changing circumstances
- Manages and prioritizes tasks from multiple sources
- Designs, implements, and directs complex and diverse activities, encompassing multiple sectors and coordinating the work of other professionals, inside and outside the organization. Incorporates cross-disciplinary knowledge to support project objectives
- Negotiates complex agreements, sometimes in political environments
- Develops and implements creative ideas to improve overall performance in conservation strategies
- Formulates, evaluates, and decides broad organizational policies and long-term programs

DISCRETION/LATITUDE/DECISION-MAKING

- Ensures project accountability and legal compliance
- Consults peers to review own work
- Assesses decisions' potential impact on colleagues' work, public image, scientific credibility, and financial and legal standings
- Makes decisions based on incomplete or ambiguous information and accepts associated risks
- Makes independent strategic decisions frequently based on analysis, experience, and judgment

RESPONSIBILITY/OVERSIGHT – FINANCIAL AND SUPERVISORY

- Responsible for operating within budget guidelines to ensure sound financial performance. Tuungane Project Manager develops and administers project budget and has authority to modify budget based on changing circumstances in agreement with project partners.
- Establish and maintain optimal standards of performance for the project while controlling costs and administering budgets.
- Responsible for ensuring that public and private funds are raised to meet project needs.
- Develops long-term strategies and achieves strategic goals and objectives
- Builds cooperation from outside parties to accomplish project goals

COMMUNICATIONS/INTERPERSONAL CONTACTS

- May need to gain cooperation from outside parties to accomplish project goals
- Negotiates complex agreements
- Works effectively under pressure
- Diffuses tension among colleagues comfortably
- Builds cooperative relationships and collaborates with diverse groups, including land owners, conservation partners, government officials, donors, board members, and the general public, to recruit support for Tuungane Project and publicize project efforts
- Commands attention, changes tactics midstream as necessary, and manages group processes during presentations or discussions.
- May speak with and in front of varied audiences on scientific topics and the Project's mission
- Collaborates with a wide range of people
- Produces results in a team environment
- May develop and present proposals to achieve project goals

WORKING CONDITIONS/PHYSICAL EFFORT

The Tuungane Project Manager may work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances. These conditions may:

- require occasional physical exertion and/or muscular strain
- present occasional possibility of injury
- require long hours in isolated settings

This position may also:

- require frequent travel domestically and/or internationally
- require evening and weekend hours

BENEFITS

The Nature Conservancy offers competitive compensation, excellent benefits, and flexible work policies and a collaborative work environment. We also provide professional development opportunities and

promote from within. As a result, you will find a culture that supports and inspires conservation achievement and personal development, both within the workplace and beyond.

HOW TO APPLY

To apply for this position, please submit a resume/CV and cover letter to Africa@tnc.org subject line: **TUUNGANE PROJECT MANAGER**. Applications must be submitted by Tuesday January 24th, 2012 to be considered.

The Nature Conservancy is an Equal Opportunity Employer