



Jumuiko la Maliasili Tanzania
Tanzania Natural Resource Forum

PROGRAMME MANAGER-PARTICIPATORY RANGELAND MANAGEMENT

Terms of Reference

Position: Programme Manager - Participatory Rangeland Management

Deadline: 4 July, 2018

Duty of Station: Arusha

Reporting to: LBI – Coordinator

Purpose of the position: The project manager be responsible for the implementation, coordination and monitoring of the Project at all levels in Tanzania; and will work closely with project national and international partners and coordinate with all stakeholders including training providers, government authorities, communities, the private sector, youth and women.

1. 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 has a growing membership of more than 3,800 people and organizations, supporting professional staff, and a steering committee drawn from the membership.

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.

2. Background of the Project

TNRF with funding from European Union (EU) through International Land Coalition (ILC) is Piloting Participatory Rangeland Management (PRM) in six clusters of rangelands in Tanzania. This is across border four years project in Tanzania and Kenya and will be implemented through a collaboration of partners which include: TNRF, RECONCILE, ILRI, VSF, SOS SAHEL and CELEP. TNRF is piloting the project in Tanzania while RECONCILE pilots the project in Baringo County, Kenya. Both implementing institutions will be technically guided by Institute of Livestock and Research(ILRI).

The overall objective of the project is **to improve the livelihood and nutrition status of pastoralist communities in East Africa by improving the management of rangelands for optimal utilization**. Thus the project will work towards attaining security and better use of rangelands and expand the role of women in selected pastoral communities in Kenya and Tanzania. Accordingly, the project delivers three results:

1. To have participatory Rangeland Management pilots undertaken in the shared grazing areas of six clusters of villages in Tanzania and in four sub-counties in Baringo County Kenya;
2. Capacities of local and national governments, CSOs and communities to implement Participatory Rangeland Management strengthened; and
3. Documenting and developing of guidelines on Participatory Rangeland Management

3. Core responsibilities

- Lead person in planning for implementation of activities and monitoring in line with project design at field.
- Closely work with the Rangeland working group members, and relevant stakeholders in the district, national and regional to pilot Participatory Rangelands Management.
- Maintaining good relations with the government administration and the other relevant stakeholders in the districts and national level for smooth implementation of the project.
- Regularly monitoring and report on the implementation status of the project activities on the ground including; trainings on PRM processes and steps, establishment of legally recognized grazing units.
- Facilitate the communities in Landscape-level mapping of grazing areas and other rangeland resources in collaboration with the Technical Advisor
- Facilitate establishment or strengthening of Rangeland Management Institutions to sustainably and optimally manage the grazing units for improved livestock production
- Coordinate meetings of the in country Project Technical Working Group and other technical meetings related to the project

- Link the project with other partners in Kenya to ensure smooth piloting of Participatory Rangeland Management in East Africa
- Facilitate local and national civil society and multi-stakeholder dialogues and media sharing activities such as press articles on rangelands
- Support local and national governments in developing relevant Participatory Rangeland Management guidelines, strategies, and legislations
- Ensure documentation of the PRM experiences both national best practices learnt for purposes of sharing within the region and global arenas
- Ensure timely reporting of technical financial reports in accordance with TNRF strategies and donor guidelines
- Execute other duties as signed by the supervisor.

4. Outputs

- Piloting Participatory Range Management in six clusters of Tanzania Rangelands to improve food and nutrition of pastoralists.
- Improved capacity of communities, CSOs, district and national governments to sustainably manage grazing units for improved productivity
- Range Management plans are produced in all the six clusters in Tanzania Rangelands to facilitate sustainable rangeland resources for increased livestock production
- Strong institutions are established and legally recognised in all pilot sites to manage the grazing units
- Guidelines, strategies and legislations on participatory Rangeland Management is documented and operational at all levels
- Strong partnership at local, national and regional to sustainably manage Rangelands of Tanzania and East Africa at large
- Improved general programme management with the LBI component and the institution at large
- Timely technical reports are prepared as per the institutional and donor guidelines

5. Required qualifications and experience

- A post graduate degree in Rangeland Management, sustainable development studies, community based natural resources management, environmental studies, or a related field
- Minimum experience of 5 years working on rangelands development initiatives with key focus of pastoral food and livelihoods security
- Ability to coordinate and initiate project activities among various stakeholders at local, district, national and regional levels

- Good understanding of Rangeland management and dynamics, Environmental Impact Assessment and relevant policies and legislations on natural resources
- Ability to strategize and facilitate partnership, work and coordinate partners and other like-minded projects and organizations.
- Skilled in training and participatory learning methodologies, preferably with pastoral communities
- Passionate about the need for improved/better pastoral systems governance and strengthened land and livelihood rights for pastoralists, with proven experience of working in civil society networks at community and national levels
- Proven understanding of the customary institutions in pastoral communities of East Africa
- Experience in working with regional development projects in rangelands an advantage
- Experience of working with consultants, and ensuring best long term outcomes from consultants work
- Ability to work with different teams, with strong, negotiation, problem solving and team engaging skills
- Experience of monitoring is an advantage, and willingness to learn and practice outcome monitoring is a requirement
- Computer literate in Microsoft office package
- Excellent English and Kiswahili (speaking and writing)

6. Terms of Contract

This is a project funded position for which a full and attractive package commensurate with the nature of the position will be offered per 2 annual basis, renewable on the basis of performance and availability of funds.

7. Behaviour competencies

I. Core Competencies

Communication	<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>
Integrity	<i>Maintaining high ethical standards both personally and professionally: being incorruptible.</i>
Working with others	<i>Taking responsibility to build and maintain positive relationships and valuing the opinion of others.</i>
Flexibility	<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>
Self-development	<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>

II. 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

How to Apply: Interested Candidates for this job are kindly requested to send their CV accompanied by a cover letter to recruitment@tnrf.org