



Jumuiiko la Maliasili Tanzania  
Tanzania Natural Resource Forum

## **JOB PROFILE**

### **Project officer - Land Governance and Accountability**

**Position: Project officer - Land Governance and Accountability**

**Deadline: 04<sup>th</sup> July, 2018**

**Duty of Station: Arusha**

**Reporting to: LBI – Coordinator**

***Purpose of the position:** To lead all implementation and reporting of all the activities under Land Governance and Accountability Project. S/he will work closely with Volunteers and other trainers/research assistants from TNRF*

#### **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**

Land Governance and Accountability Project, is a one year project funded jointly by Welthaus and DKA from May 2017 to April 2018, which can be replicated to other two districts in year two and three. The regions covered for this program is famous for land use conflicts between farmers and pastoralists. The conflicts are caused by multiplicity of factors which, for purpose of this projects are grouped in three folds. The first fold includes lack of knowledge on land rights and weak institutions responsible for village land governance, corrupt leaders who collude and favor one group of producers, and lack of active citizenry who use democratic process to demand accountability and transparency. The second folds of program are those

which are beyond control of the conflicting parties, they include, expansion of agricultural activities caused by huge infrastructural investment made by the Government. The third and last fold includes historical factors which have made Pawaga the temporary settlement of pastoralists who have been evicted from other areas of Tanzania such as Ihefu and the newly established district of Chemba which was cause the decrease of land for pastoralist and its geographical vicinity to other districts with large number of livestock.

The main objective of this project is to enhance land governance and accountability, at the local institutional level. The project will creatively address the involvement of community in land governance focusing on land policies and the local institutional framework, at village and district level.

This project, for the first year, is expected to be implemented in Pawaga Division in Iringa District and in Kwamtoro Division in Chemba District. Pawaga and Kwamtoro are posed with growing land pressure caused by multiple land uses consisting of conservation, agriculture and pastoralism. The project activities focus on enhancing the interrelationship between the village leaders and the villagers in order to strengthen the community's legal protection for their lands and natural resources, by conducting various forums and trainings with villagers, village leaders, and members of the loose coalition, district officials and other stakeholders from the private sectors. Although different actors and factors have cause land dispute, the findings from TNRF have established that there is serious knowledge gap on land governance between and among actors and inadequate participation of communities in addressing land governance issues. This project, therefore, significantly contribute in strengthening land governance in Pawaga and Kwamtoro.

### **3. Core responsibilities**

More specifically project officer will:

- Identity three villages in each district, coordinate and lead other trainers/volunteers to conduct public debate which will be accompanied by legal aid
- Coordinate villagers during public debates to select two Land Rights Monitors in each village and given more detailed training.
- To effectively ensure that adequate training is provided to Land rights monitors, village leaders, and loose coalition members and to community members
- Facilitate bringing village leaders in all villages in the division to meet with members of the loose coalitions, and Land Rights Monitors for Joint meetings to develop joint strategy and strong working and lasting relationship, to lobby for adoption of more friendly bylaws by village leaders that can help farmers and pastoralists live in harmony.
- To coordinate bringing onboard government officials at the district level, ward level, village leaders, few villagers, CSOs, private sector, members of loose coalitions, LRMs and all stakeholders that have been identified in the issues for District Multi-stakeholder forum (DMF) meetings.
- Lead documentation of best practices from the Lessons learned out of implementations of this project in the form of two policy briefs which will be validated by stakeholder before being published.
- To facilitate participation, information sharing and networking among LRM, Loose coalition, village leaders, district officials and other stakeholders
- Facilitate Monitoring, Evaluation and Learning Coordinator/any staff assign with this roles for TNRF to document key lessons, success stories, and challenges at project sites and beneficiaries at project areas once per each year.
- Produce Activity, Quarterly and Annual report
- To generate information on issues that come up during program implementation, facilitate engagement with the responsible communication channels
- Participate all TNRF meetings and organization development activities
- Represent TNRF in partners meetings as assigned by LBI Coordinator or TNRF Executive Director
- Any other duties assign by LBI Coordinator or TNRF Executive Director

### 3. Outputs

The Programme Officer will be responsible for the following output:-

- Enhanced knowledge on land rights and facilitate access to justice to target groups
- Strengthened land governance and dialogue platforms in the project areas
- Improved program management and support within the organization
- Established strong working and lasting relationship between members of the loose coalitions, and Land Rights Monitors, village leaders, district officials and other stakeholders that can help farmers and pastoralists live in harmony.
- Effective and functioned multi-stakeholder forum
- Two policy briefs on the best practices
- Legal Aid is provided to community members in a continues basis

### 4. Required qualifications and experience

- Bachelor degree in law, natural resource or in any social science discipline. Advanced degree will be an added advantage
- Strong research, analytical, and writing skills is required.
- Proven experience in Project/Program Management
- Ability to work with trainers and volunteers, develop ToR and ensure best long term outcomes from consultants work
- Excellent English and Kiswahili (speaking and writing)
- Computer literate in Microsoft office package

### 5. Terms of Contract

This is a fixed twelve months project funded position which will attract salary as per TNRF scale and project budget. The project will pay for all costs incurred by project officer when outside their place of work.

### 6. Behavior competencies

#### I. 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>

#### 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](mailto:recruitment@tnrf.org)