



WE ARE HIRING

Tembo Nickel is seeking to recruit a **Resettlement Action Plan (RAP) Manager** to be based at Kabanga Site in Ngara.

The successful candidate is expected to lead the Coordination and effective implementation of Tembo Nickel Resettlement Action Plan.

Interested? Swipe to read more about the position.

Send your resumes indicating the role in the subject line to: jobs@tembonickel.com

DEADLINE FOR APPLICATIONS

Friday, 08 March 2024

   @TemboNickel



RAP MANAGER - KABANGA SITE

Duty Station – Kabanga Nickel Project site – Ngara, Kagera

Rotation: 6 weeks on site and 3 weeks off site

Duties and Responsibilities:

- Identification of information and documentation requirements to demonstrate compliance with:
 - RAP commitments
 - National legislation
 - international standards including IFC Performance Standards
- Working closely with various department units (land acquisition, replacement housing, community relations, grievance management, livelihood restoration etc.) and contractors (RAP planning, land acquisition, archiving, cultural heritage, grave relocation, housing construction, livelihood restoration programs), and information technology partners to compile and consolidate necessary Monitoring and Evaluation (M&E) documents into Tembo Nickel information systems.
- Work with department units to establish and track clear RAP key performance indicators (KPIs).
- Work together with relevant unit heads to review progress against RAP commitments and jointly establish corrective actions where progress is unsatisfactory.
- Monitor RAP activities with respect to compliance with the IFC Performance Standards and suggest course corrections as required.
- Develop management reporting dashboards to track compliance.
- Act as a focal point for third-party RAP M&E contractor.
- Track and support implementation of corrective actions identified by RAP M&E contractor document reviews and field visits.
- Act as focal point for External reviews of RAP compliance with IFC Performance Standards.
- Support any government-led reviews of activities associated with the RAP / LRP.

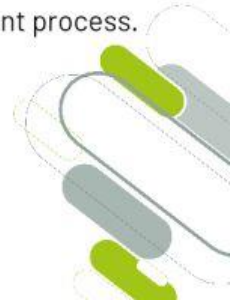
Required Qualifications and Skills (RAP Manager):

- Advanced degree in social sciences or business administration.
- 10 years' experience with RAP in Mining, the Oil and Gas industry, or Mega-Projects.
- Experience in land acquisition and involuntary resettlement and resettlement.
- Experience managing contractors including technical and financial.
- Diverse experience in RAP and LRP implementation in various contexts and in various phases of the project.
- Experience in developing and implementing stakeholder engagement plans and grievance mechanisms.
- Experience in managing cultural heritage resources.
- Excellent understanding of the IFC Performance Standards, especially PS 1, 5 and 8.

How to Apply

- Applicants are invited to send their resumes indicating the role title in the subject via email jobs@tembonickel.com. Application **closing date is 8th March, 2024**
- **Women are strongly encouraged to Apply.**

Note: We are committed to provide equal employment opportunities based on merits and we do not charge candidates any fees in the whole recruitment process.





WE ARE HIRING

Tembo Nickel is seeking to recruit **an NGO Specialist** to be based at the Dar es Salaam Office.

This is an experienced community development professional to analyse the community service needs and actions, as outlined in the livelihood restoration plan, assess required NGO (Non-Governmental Organization) and service delivery requirements, and develop a plan to enable the implementation of the Livelihood Restoration Program (LRP) and build the foundation for on-going social and economic development

Interested? Swipe to read more about the position

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NGO SPECIALIST - DAR ES SALAAM OFFICE

Duty Station - Dar es Salaam Office

The role will report directly to the Social Performance Advisor and will be responsible for delivering against a set of agreed key performance indicators (KPIs), which will be reviewed regularly with both Tembo Nickel Management, Community and Resettlement Lead.

Duties and Responsibilities:

- The NGO specialist will be responsible for:
- An assessment and maintaining a database of local, national, international, and multilateral organisations operating in Tanzania, and the Ngara District specifically, including their core services and values, where they are located and their capabilities and capacity to expand service delivery or community development opportunities.
- A review of government funding availability and requirements in the assessment, including international donors (i.e., bilateral, and multilateral foundations and large private donors).
- Working closely with the Livelihood Specialist to develop an understanding of the required government and NGO services to enable to the implementation of the LRP.
- Developing NGO/Services development plan to entice NGOs and government service to the region to enable Tembo Nickel's implementation of the LRP and its ongoing community development plan.
- Incorporating a view on how government/private funding could be accessed to complement Tembo Nickel's community development efforts.
- Staying informed on relevant laws and regulations affecting NGOs.
- Engaging across teams to ensure plans requiring NGO and/or government services are integrated and aligned with the NGO/Services development plan.
- Working closely with the Stakeholder Engagement Team to inform/develop an NGO Engagement Strategy as part of the wider Stakeholder Engagement Strategy
- Developing a gap analysis and capacity building matrix (where applicable) for the identified NGOs/Services to support the successful delivery of community development efforts.
- Engaging with Tembo management to ensure visibility of critical risks and opportunities to deliver the NGO/Services development plan.
- Engaging with Tembo management to ensure visibility of any required investment to enable success.

Required Qualifications and Skills (NGO Specialist):

- Bachelor's degree in social science or related field
- Minimum of 5 years' experience in similar role
- Extensive knowledge of the Tanzanian not-for-profit and development
- Strong stakeholder engagement and communication skills
- Demonstrated ability to assess the needs of remote communities and identify approaches to create sustainable community development opportunities effectively.
- Experience in strategic thinking and development of plans to operationalise strategy.
- Fluency in English and Swahili
- Availability to travel to the site at least 25% of the time.

How to Apply

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