



Job offer : FIELD OFFICER – VALUE CHAIN SUPPORT
AND CO-MANAGEMENT



**Job Title: FIELD OFFICER – FISHERIES VALUE CHAIN
SUPPORT AND CO-MANAGEMENT**

Supervisor: Head of Programme Coastal Livelihoods

Duty station: Tanga, Tanzania with occasional visits to Unguja,
Zanzibar.

Country: Tanzania

Start date: June 2024

1. Background to Mwambao

Mwambao Coastal Community Network was established in 2010 to help communities in Tanzania's coastal areas develop strong and effective local resource management systems that support livelihoods and sustain marine ecosystems. Mwambao employs a human-rights based approach and works to empower local communities and enable them to learn from each other through a community-based network spanning different coastal areas and communities. The network structure fosters learning as well as collective action on shared interests such as influencing policy.

Mwambao has emerged as a leading actor in facilitating community-based marine management in Zanzibar as well as in north-eastern Tanzania working with a number of key international partners whose relationships need confident and sensitive mentoring. The team has expanded significantly in recent years in terms of funding, geographical spread, and diversity of approaches. Mwambao currently has 63 full-time staff and established offices in Tanga, Pangani, Pemba Island and Unguja Island Zanzibar. Mwambao is currently engaged in a 4-year Blue Action Fund project that aims to build the marine co-management capacity of MCHOMAPUNDA CFMA as part of a wider project in the Pemba Channel. The work proposed here is designed to supplement and complement that project and in particular focus on the restoration of coral reef and mangrove habitats as well as focused livelihood restoration activities that are designed around access to eco-credit and value-addition for marine-based products.

Mwambao is seeking an experienced value-chain support and co-management field officer to document current value chains, identify potential opportunities for reducing post-harvest loss and value addition, project implementation and monitoring for a 5 years project entitled 'Biodiversity Offsetting and Livelihood Restoration for communities of the MCHOMAPUNDA Community Fisheries Management Area' with majority funding by the East African Crude Oil Pipeline Project. The work will be based in the Chongoleani peninsula which encompasses 5 Beach Management Units (BMU) that together form the Collaborative Fisheries Management Area CFMA) known as MCHOMAPUNDA.

II. Overview of the role in the current context

Overall, the project aims to address biodiversity offsetting and livelihood needs while promoting sustainable practices and resilience in the targeted communities. The EACOP project will cover communities located within the area of influence of the EACOP project (AOI) on and off shore from mainland Tanzania's Tanga region coast. The project goals are Livelihood Development, Increased Climate Change Resilience, and Ecosystem Reinstatement through increased capacity for sustainable community-led marine co-management in five communities within the MCHOMAPUNDA CFMA, Tanga by 2027.

Additionally, the proposal aligns with the Scope of Work issued by EACOP on April 17, 2023, which aims for Improved Governance within the MCHOMAPUNDA CFMA Resource and Capacity Improvement, Coastal Ecosystem Restoration (coral and mangrove) and Livelihood Restoration for the CFMA communities impacted by the EACOP Project, including those in Putini, Chongoleani, and Ndaoya.

As pressure grows on marine resources, even when applying conservation and fisheries management measures, simply taking a business-as-usual approach can sometimes be insufficient to meaningfully increase household income. At the most basic level, reducing post-harvest loss could drastically improve incomes with estimated losses in marine fisheries in Tanzania at ~40%. In order to help lift the incomes of coastal livelihoods reliant on fish and other marine products, there is an opportunity to make improvements to the value chain and value addition enterprises.

Mwambao is working with communities in Zanzibar (Unguja and Pemba) as well as the Mkinga, Tanga and Pangani coastline. Along these shores there are a range of potential opportunities for post-harvest improvement and value addition including: sardines, seaweed, octopus, prawns, shrimp, tuna, and reef fish. In order to identify some of the areas for opportunity and 'quick wins', Mwambao is looking for a full-time value-chain support and co-management Field Officer to refer to existing studies from the area on current value chains, and potential opportunities for reducing post-harvest loss and value addition, and to design project implementation and monitoring in the Mchomapunda CFMA consisting of 5 BMUs in the Tanga area, Tanzania. He/she will contribute to design and implement science-based management and ensure the monitoring plans and tools are having the desired results to support conservation and sustainable resource use of marine resources.

He/she will be in charge of all activities and survey needs related to value-chain support and co-management in the MCHOMAPUNDA Collaborative Fisheries Management Area (CFMA). He/she will work to support, develop and coordinate the implementation of the project activities aimed to increased capacity for effective co-management and governance of fisheries and coastal habitats, increasing benefits from the sustainable use of marine resources, and supporting the implementation of other livelihood programs like MKUBA. The value-chain support and co-management field officer will play a key role in working closely with the District Authorities especially District Fisheries Officers, District Forestry Officers, the local communities, the fishing industry, and other government and non-government organizations. He/she will work closely with the Project manager, Tanga based Field officers (mangrove, fisheries, co-management) and MEL officers.

The role will involve working closely with key project partners and other contractors to ensure delivery of the grant in full compliance with Mwambao, EACOP guidelines, within the terms of the Project Agreement, and in accordance with the relevant EACOP policies and procedures including the H3SE Management Plan.

This is a 5 years position managed through separate 1-year contracts and with an initial 3-month probation period.

III. Key Relationships

Reporting to: Project Manager, Head of Programme Coastal Livelihoods

Key relationships within Mwambao-MCCC: Chief Technical Advisor, Environmental and Social Management System (ESMS) Officer, Head of Monitoring Evaluation and Learning (MEL), Mwambao Tanga Co-management Fisheries and Co-management Officers, Tanga Programme Coordinator.

Other Key relationships District Authorities especially District Fisheries Officers, District Forestry Officers, the local communities, the fishing industry (buyers, processors, middlemen), and other government and non-government organizations.

IV. Roles and Responsibilities

The key roles and responsibilities are as outlined below:

Project and team Management

- Collaborate closely with the Project manager, Program Coordinator in Tanga, other project Field officers and MEL Coordinator for EACOP to ensure the smooth implementation of project activities ;
- Field travel in order to carry out value-chain support and co-management activities as per project description with the coastal communities in the targeted BMUs of Mchomapunda CFMA.
- Collaborate with other partners programs in order to identify and create synergies in the program implementation and avoid conflict and duplication of interventions.
- Report to Chief Technical Advisor, Head of Programme Coastal Livelihoods (Mwambao), Head of Marine Programmes, Women & Small Scale Fisheries Manager, and Scientific Restoration Advisor as needed.
- Support the capacity building of relevant authorities to effectively deliver marine resource co-management, value addition analysis, and conservation in the respective areas.
- Build the capacity of the target Beach Management Units BMUs in the Chongoleani peninsula to implement sustainable marine resources management measures in local fishing grounds and management planning for priority fisheries.
- Support and collaborate with partner institutions in the facilitation of implementation of CFMA and BMUs plans
- Enable collaboration of the respective partner's institutions including the District Council to determine and address biodiversity and seascape management issues

Technical

- Managing the data collection and entry related to co-management and value chain addition using mobile app and forms
- Ensuring the quality control of all ecological data collection, including organizing and taking part in spot checks in the field.
- Being familiar with current Mwambao methodologies for ecological survey, and designing new methodologies for ecological monitoring based on best practice.
- Cataloging and filing all data collected and ensuring at least two back-up copies are made.
- Carrying out basic data analysis and interpretation of results, including presentation of results in bar charts and graphs.
- Development of outputs and reports according to agreed workplans and in a timely manner for funder reporting

Work Planning and reporting

- To ensure the effective and successful planning, budgeting, management and implementation of the project activities
- Track activities and project progress against the agreed weekly and monthly workplans and flag delays or issues with the Project manager as soon as they arise.
- Support the day-to-day development and implementation of workplans and alert the Programme Coordinator and/or Project Manager to any delays
- Ensure that field activities are well planned and budgeted with timely liquidation

Job offer : FIELD OFFICER – VALUE CHAIN SUPPORT
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- Produce regular activity and narrative reports in line with field activities undertaken
- Produce and support monthly and quarterly donor reporting including gathering information from field staff reviewing and querying inputs.
- Weekly budget tracking and expenses ; including strong organizational (receipts, bills, quotes) and reporting skills (personal, equipment, consumables, functioning)

Monitoring and Evaluation

- Produce and support project mapping, monitoring and evaluation of resources and essential habitats (availability, uses and value chain), co-management plans, value addition, social outcomes, within Mchomapunda CFMA area
- Produce and support planning, implementation, monitoring, evaluating, and reporting Women in Small Scale Fisheries activities in his/her working location.
- Under the supervision of the Tanga Project Coordinator, the EACOP Project manager and BAF officers, produce and support planning, establishment, implementation, monitoring, evaluating, and reporting MKUBA eco-credit scheme activities and their related functions

Other

- Ensure full compliance with Mwambao EACOP position statements, protocols, policies and procedures, ensuring work is done to high quality and within fund budgets
- Ensure any non-compliance (e.g. grievance) is addressed or raised through appropriate policies and procedures with the support of Admin team, facilitate procurement of material and equipment to effect EACOP project implementation
- Carry other duties as may be required from time to time by Project or Programme Manager and Coordinators and/or the Mwambao/MCCC Senior Management Team.
- Support a culture of excellent communication, sharing of knowledge, lessons learnt and best practice and collaboration between project staff, wider Mwambao team members, supporting partners and other stakeholders as appropriate

V. Qualification and Experience Required:

Qualifications:

- A BSc and preferably an MSc in an Ecological or Biological Science related subject
- At least three years of relevant professional working experience in fisheries and marine ecology in Tanzania Mainland setup.
- Basic knowledge of statistics

Experience:

- Prior experience in managing the design and collection of data from field activities based on best practice.
- Prior experience in line management and mentoring/training of staff
- Prior experience in quality control of data collection ideally in a marine or fisheries context
- Experience working for an NGO or research institution would be desirable
- Prior experience in basic data analysis and interpretation, and presentation of results in bar charts and graphs

Skills:

- Ability to design new methodologies for fisheries, marine resources, habitats mapping and value-chain addition monitoring based on best practice and participatory mapping

Job offer : FIELD OFFICER – VALUE CHAIN SUPPORT
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- Ability to manage the design and collection of all biological data from Mwambao field activities including catch data, in-water biological survey data, mangrove monitoring data
- Familiarity with current Mwambao methodologies for all survey including catch data, in-water biological survey data, mangrove monitoring data and Mkuba eco-compliance trackers
- Line management skills and mentoring/training staff
- Proficiency in Microsoft Word, Excel, PowerPoint, and production of pivot tables
- Knowledge of R-studio or another statistical package (would be an advantage)
- Basic data analysis and interpretation skills, including presentation of results in bar charts and graphs
- Technical and scientific report writing skills, including introduction, methodology, results, and conclusions
- Familiarity with interpretation of maps showing marine resource distribution
- Basic ID capacity for marine organisms, tidal and mangrove habitats
- Understanding of, and sensitivity towards, the culture and livelihoods context of rural/local coastal communities in Tanga
- Very good in oral and verbal communication skills in both Kiswahili and English

In addition to the above qualifications, skills, and experience, the ideal candidate should also be committed and a quick learner.

5. How to Apply

To apply for this position, please upload a cover letter (max. 2 pages) and CV, and complete the application form here : [this form](#) by 2nd May 2024.

The cover letter should explain in detail why you are interested in this position with MWAMBAO and emphasize how your skills and experience match those required for the job and name two persons who can be contacted for references.

This position is only open to Tanzanian nationals.

Only candidates who meet the requirements for this position will be contacted for an interview. The successful candidate must be available to start work by June 2024.

More information about MWAMBAO/MCCC can be found at: <http://www.mwambao.or.tz>

6. Our Mwambao Values

Employees of Mwambao are expected to subscribe to Mwambao values:

- Being a Change pioneer:
 - Provide new and constructive outlooks and solutions
 - Mwambao leads in pioneering creative new approaches and interventions.
- Promoting Community stewardship of the environment
 - Bottom-up approach
 - Community-based planning and implementation
 - Responsible caretaker of the environment.
- Upholding the values of Accountability and Responsibility:
 - Responsible for carrying out what you commit to, to the best of your ability
 - Demonstrate accountability and integrity in funds management while encouraging accountability in others.
- Promoting Fairness and Equity in all our work:
 - Declare any conflict of interest
 - Transparency and shared decision making

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- Observe the rule of law
- Observe ethics
- Promote Equality and respect
- Equal treatment at all levels, all gender, all ages. Fair decision-making - Fair recognition and respect of commitments at all levels.



ACCOUNTANT



Job Title: ACCOUNTANT

Supervisor: Admin and Accountant, Tanga and Head of Finance Unguja

Duty station: Unguja, Zanzibar with occasional visits to Tanga .

Country: Tanzania

Start date: June 2024

1. Background to Mwambao

Mwambao Coastal Community Network was established in 2010 to help communities in Tanzania's coastal areas develop strong and effective local resource management systems that support livelihoods and sustain marine ecosystems. Mwambao employs a human-rights based approach and works to empower local communities and enable them to learn from each other through a community-based network spanning different coastal areas and communities. The network structure fosters learning as well as collective action on shared interests such as influencing policy.

Mwambao has emerged as a leading actor in facilitating community-based marine management in Zanzibar as well as in north-eastern Tanzania working with a number of key international partners whose relationships need confident and sensitive mentoring. The team has expanded significantly in recent years in terms of funding, geographical spread, and diversity of approaches. Mwambao currently has 63 full-time staff and established offices in Tanga, Pangani, Pemba Island and Unguja Island Zanzibar.

Mwambao is seeking an experienced Accountant for their Unguja Office, Tanzania, to support the management and reporting of a 5 years project entitled 'Biodiversity Offsetting and Livelihood Restoration for communities of the MCHOMAPUNDA Community Fisheries Management Area' with majority funding by the East African Crude Oil Pipeline Project. The work base is Tanga city.

II. Overview of the role in the current context

Overall, the project aims to address biodiversity offsetting and livelihood needs while promoting sustainable practices and resilience in the targeted communities. The project goals are Livelihood Development, Increased Climate Change Resilience, and Ecosystem Reinstatement through increased capacity for sustainable community-led marine co-management in five communities within the MCHOMAPUNDA CFMA, Tanga by 2027. The Accountant will support the organization's development in fulfilling its mission to maintain healthy marine ecosystems through improved sustainable coastal resource management and diversified community livelihoods through:

- Strengthening local marine resource governance institutions
- Increasing benefits from sustainable use of marine resources
- Improving policy and legislation to support community management

ACCOUNTANT

III. Roles and responsibilities

The Accountant will be a part of the Mwambao Management Team and will report directly to the Tanga Admin and Accountant, Tanga and Head of Finance. He/she will also work closely with the Project Manager. His/her primary function is responsible for the day-to-day accounting, financial, administration, and logistical support operations of the project. He/she plans, organizes, directs, and is responsible for providing quality accounting, financial, administration. He/she will work closely with the team to ensure successful finance and accounting operations.

More specifically the Accountant will be expected to carry out, among other tasks, the following:

- Financial processing – including expense claims
- Staff training on financial systems and procedures to ensure full transparency and accuracy
- Cash flow management including budgeting forecasts
- Grant Management including fulfilling donor requirements and preparation of financial reports
- Assist with regular audits
- Maintenance of Asset register
- Ensure compliance with relevant government regulations and returns
- Financial analysis for management of all core operating costs
- Human resources support including records of HR processes such as contract dates, leave etc.
- Ensure that financial transactions are sequentially numbered.
- Stamp "PAID" all the paid up vouchers with its supporting documents.
- Ensure proper filing of finance documents for easy access and retrieval whenever required and be placed at a secured place.
- Assist for bank activities such as cash withdrawal and deposit of unspent cash.
- Retrieving supporting documents required by the auditors whenever the audit is conducted.
- Monitor the movement of financial documents to make sure that they are secured and returned back to its original place.
- Review Expense codes in advance requests and liquidations and propose adjustment for any abnormal expense charges.
- Follow-up monthly log-books and prepare Monthly Vehicle Performance Report and share report summary to SA on/or before 05th after the end of each month.
- Determine Vehicle KM traveled for each donor and charge vehicle costs accordingly.
- Assist other Accountants and Senior Accountant in his/her daily routine activities.
- Support on cheque preparation
- Support on Bank Reconciliation preparation/Monthly Income Recognition, expense reconciliation, overhead cost allocation and rent amortization.
- Preparation and regular updating of fixed asset register and post in finance dashboard Prepare tracker and draft donor report for some selected projects.
- To do any other task assigned by the supervisor.

IV. Qualifications and experience required

- Qualified accountant
- Work experience not less than 6 years
- Accuracy in reporting detailed financial and other information.
- Ability to work as part of a team, as well as on own initiative.

ACCOUNTANT

- Ability to work under pressure, plan and prioritize own workload, manage competing tasks and meet deadlines.
- Ability to communicate effectively with colleagues and professionals alike
- Confidence in liaising with external organizations
- An understanding of, and commitment to, equal opportunities.
- Ability to maintain effective office systems.
- Strong work ethic, personal initiative, ability to work as part of a team as well as independently
- Strong written and verbal communication skills – fluent in English and Kiswahili
- Excellent management and organizational skills and proven experience in management
- Ability to prioritize and manage time effectively and work to multiple deadlines
- Substantial experience of NGO operations and managing multi donor grants
- Strong personal commitment to sustainable development and social justice
- Proficiency in working with Microsoft packages, including Word and Excel ; computer proficient including in accounting software such as Quick books

5. How to Apply:

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MWAMBAO COASTAL
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TANZANIA

Mwambao Coastal Community
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MCCC Ltd
Marine & Coastal Community
Conservation Zanzibar

P.O.BOX 3810,
Zanzibar.
Physical address:
Plot # 32/155;
Round-About-Fumba Road;
Mombasa,
Zanzibar, Tanzania

Job title:	Monitoring, Evaluation, and Learning Officer
Supervisor:	Head of Monitoring, Evaluation and Learning.
Duty Station:	Tanga, Tanzania with occasional visits to Unguja, Zanzibar.
Start Date:	June 2024

1. INTRODUCTION:

Mwambao Coastal Community Network was established in 2010 to help communities in Tanzania's coastal areas develop strong and effective local resource management systems that support livelihoods and sustain marine ecosystems. Mwambao works to empower local communities and enable them to learn from each other through a community-based network spanning different coastal areas and communities. This network structure fosters learning as well as collective action on shared interests such as influencing policy.

Mwambao has emerged as a leading actor in facilitating community-based marine management in Zanzibar as well as north-eastern Tanzania working with a number of key international partners. Mwambao takes a rights-based approach to implementing measures that improve reef ecosystem health, improve the sustainability of key fisheries, improve local well-being through the inclusion of fishers into their fishing ground management and provide opportunities to engage in other livelihood activities. Mwambao is currently engaged with the East African Crude Oil Pipeline project that aims to build the marine co-management capacity of MCHOMAPUNDA CFMA. The work proposed here is designed to supplement and complement that project and in particular focus on the restoration of coral reef and mangrove habitats as well as focused livelihood restoration activities that are designed around access to eco-credit and value-addition for marine-based products.

Mwambao is seeking a full-time Monitoring, Evaluation and Restoration Officer to join the team in monitoring our efforts in restoration and community sustainable resource management, under the direct supervision of Mwambao's Head of Monitoring, Evaluation and Learning. The work will be carried out in the Chongoleani peninsula which covers all communities based in the MHOMAPUNDA Collaborative Fisheries Management Area (CFMA) which encompasses 5 Beach Management Units (BMU) under the project entitled 'Biodiversity Offsetting and Livelihood Restoration for communities of the MCHOMAPUNDA Community Fisheries Management Area' with majority funding by the East African Crude Oil Pipeline Project.



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2. SUMMARY:

The Monitoring, Evaluation, and Learning (MEL) Officer will be responsible for supporting the Mwambao Coastal Community Network Tanzania (MWAMBAO) in monitoring and evaluating the impact of their coastal management programs. The officer will play a crucial role in developing and implementing the MEL system, tracking project activities, and ensuring that strategic targets are met. The MEL Officer will also provide support in research design, data collection, analysis, interpretation and reporting.

3. ROLES AND RESPONSIBILITIES:

He/she will monitor and evaluate Mwambao coastal management programmes in Tanga Region. He/she will report to the Head of MEL in planning, monitoring and reporting. As a part of the MEL team, the MEL Officer will serve as a leader and mentor to the Mwambao field teams and provide MEL support. Key responsibilities include:

Technical

- Develop and implement the monitoring and evaluation system for MWAMBAO project activities that help the organisations understand the impact of programs and whether strategic targets are being met.
 - a. Understanding Mwambao partners' MEL needs and format required
 - b. Research different methodologies and compile best practice research
 - c. Develop and lead training for the field teams and enumerators
 - d. Chasing and collating ME information for each community and the organisation, for various Mwambao ME needs.
 - e. Creating tables for input and pivot tables/charts, updating.
 - f. Creating forms for entry of information (KOBO forms)
 - g. Cleaning and analysing information that is collected by the field teams
 - h. Interpreting findings and writing reports
- Work closely with the Head of MEL, CEO, Chief Technical Officer, Scientific Restoration Manager and Head of Programmes in the development and oversight and monitoring of all work plans and indicator tracking tables.
- Support the Head of MEL, CEO, Chief Technical Officer, Scientific Restoration Manager, and Head of Programmes in project/narrative reporting to donors, ensuring narrative reports are delivered to donors by contractual deadlines.
- In collaboration with the Head of MEL, CEO and Chief Technical Advisor, Scientific Restoration Manager to help to strengthen partnership relationships of strategic importance to the organisation's growth and success, providing MEL information where necessary
- Contribute to an organisational biannual narrative report. Collaborate with the CEO, Scientific Restoration Manager, and Head of Programme to ensure weekly and monthly reports for each Field Officer and assist with the design of a template for these reports.
- Development of Mwambao Data Collection and Management Protocol and systems, with the support of Head of MEL, Technical Advisor, and Scientific Restoration Manager.



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- Develop and maintain Mwambao data storage systems including google drive and airtable.
- Support the management and collection of the daily activity reports to ensure that all stakeholder engagements are logged.
- Any other task to assist the team, especially in the formatting and checking of reports, and support with developing Mwambao gender policy and implementation within its programmes.

Development

- As required and in line with approved strategic plans, contribute to and support the development of funding proposals, ensuring the accuracy and appropriateness of work planned in Tanzania

Budgeting and Reporting

- Contribute to the production of annual work plans and budgets, in line with annual project budgets and anticipated outcomes
- Ensure full compliance with Mwambao position statements, protocols, policies and procedures, ensuring work is done to high quality and within fund budgets

Other

- Undertake regular travel to project sites, Tanga region relevant conferences and international meetings as required
- Support a culture of excellent communication, sharing of knowledge, lessons learnt and best practices and collaboration between project staff, wider Mwambao team members, supporting partners and other stakeholders as appropriate
- Undertake any other tasks commensurate with the position that may be requested from time to time by Line Manager.

4. QUALIFICATIONS

- Not less than 3 years experience in Natural Resource Management (marine experience an advantage) in the WIO region
- B.S. or B.A. Degree/diploma level education in marine science, monitoring and evaluation
- Basic knowledge of statistics

5. SKILLS

- Proficiency in Microsoft Word, Excel, PowerPoint, and the production of pivot tables and graphs
- Fluent written and spoken English and Kiswahili is required
- Proficiency in the use of data storage systems such as google drive and cloud-based database management systems



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- Able to work as part of a team but confident to work independently
- Data collection skills including facilitation skills in focus group discussions and mobile data collection experience
- Data analysis skills
 - o Knowledge of R-studio or another statistical package (would be an advantage)
 - o Stata analytical skills
 - o Tableau visualisation skills
- Basic data analysis and interpretation skills, including presentation of results in bar charts and graphs
- Scientific report writing skills, including introduction, methodology, results, and conclusions, and the ability to read and interpret scientific papers
- Thoroughness and attention to detail
- Ability to design new methodologies for ecological monitoring based on best practice
- Familiarity with the interpretation of maps showing marine resource distribution

6. EXPERIENCE

- Prior experience in managing the design and collection of ecological and social data from field activities
- Prior experience in mentoring/training staff
- Prior experience in quality control of data collection and organisation of spot checks in the field, ideally in a marine or fisheries context
- Experience working for an NGO or research institution would be desirable
- Prior experience in basic data analysis and interpretation, and presentation of results in bar charts and graphs
- Prior experience in designing new methodologies for ecological monitoring based on best practices.

7. KEY RELATIONSHIPS:

Reporting to: Head of Monitoring, Evaluation and Learning

Key relationships within Mwambao- Head of MEL, CTA, Data manager, Scientific Restoration Manager, Head of Programmes, Programme Coordinator.

In addition to the above qualifications, skills, and experience, the ideal candidate should also be committed and a quick learner.

To apply for this position, please submit a CV and Cover Letter (max 2 pages) and [complete this form](#) by 2nd May 2024.

The cover letter should include why you are interested in this position with MWAMBABO and emphasise how your skills and experience match those required for the job. Only candidates who meet the requirements for this position will be contacted for an interview.

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 - Provide new and constructive outlooks and solutions
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 - Demonstrate accountability and integrity in funds management while encouraging accountability in others.
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 - Observe the rule of law
 - Observe ethics
 - Promote Equality and respect
 - Equal treatment at all levels, all gender, all ages. Fair decision-making - Fair recognition and respect of commitments at all levels.

Job title:	Restoration Field Officer
Supervisor:	Project Manager and Scientific Restoration Advisor
Duty Station:	Tanga, Tanzania.
Start Date:	June 2024

I. Background:

Mwambao Coastal Community Network was established in 2010 to help communities in Tanzania’s coastal areas develop strong and effective local resource management systems that support livelihoods and sustain marine ecosystems. Mwambao employs a human-rights based approach and works to empower local communities and enable them to learn from each other through a community-based network spanning different coastal areas and communities. The network structure fosters learning as well as collective action on shared interests such as influencing policy.

Mwambao has emerged as a leading actor in facilitating community-based marine management in Zanzibar as well as in north-eastern Tanzania working with a number of key international partners whose relationships need confident and sensitive mentoring. The team has expanded significantly in recent years in terms of funding, geographical spread, and diversity of approaches. Mwambao currently has 63 full-time staff and established offices in Tanga, Pangani, Pemba Island and Unguja Island Zanzibar. Mwambao is currently engaged in a 4-year Blue Action Fund project that aims to build the marine co-management capacity of MCHOMAPUNDA CFMA. The work proposed here is designed to supplement and complement that project and in particular focus on the restoration of coral reef and mangrove habitats as well as focused livelihood restoration activities that are designed around access to eco-credit and value-addition for marine-based products.

Mwambao is seeking a full-time Restoration Field Officer to join the implementing core restoration team also ensuring community facilitation, and compliance with restoration planning under the direct supervision of Mwambao’s Reef Restoration and project manager. The work will be carried out in the Chongoleani peninsula which covers all communities based in the MHOMAPUNDA Collaborative Fisheries Management Area (CFMA) which encompasses 5 Beach Management Units (BMU) under the project entitled ‘Biodiversity Offsetting and Livelihood Restoration for communities of the MCHOMAPUNDA Community Fisheries Management Area’ with majority funding by the East African Crude Oil Pipeline Project

II. Overview of the role

Overall, the project aims to address biodiversity offsetting and livelihood needs while promoting sustainable practices and resilience in the targeted communities. The EACOP project will cover communities located within the area of influence of the EACOP project (AOI) on and off shore from mainland Tanzania’s Tanga region coast. The project goals are Livelihood Development, Increased Climate Change Resilience, and Ecosystem Reinstatement through increased capacity for sustainable community-led marine co-management in five communities within the

MCHOMAPUNDA CFMA, Tanga by 2027. Additionally, the proposal aligns with the Scope of Work issued by EACOP on April 17, 2023, which aims for Improved Governance within the MCHOMAPUNDA CFMA., Resource and Capacity Improvement, Coastal Ecosystem Restoration (coral and mangrove) and Livelihood Restoration for the CFMA communities impacted by the EACOP Project, including those in Putini, Chongoleani, and Ndaoya.

The Restoration Field Officer will join the implementing Mwambao team dedicated to EACOP project consisting of mangrove and reef restoration field officers, nursery maintenance staff (2), eco-credit officer (MKUBA programme liaison), and the value-chain support and co-management field officer. He/she will be supervised by the EACOP project manager based in Tanga and advised by the Chief Technical Advisor and Scientific Restoration Advisor.

He/she will ensure coral reef and mangrove restoration activities are carried out as per the agreed weekly and monthly work plan, tracking daily progress using mobile apps and team progress towards objective achievements. He/she will have a key role in working closely with the communities facilitating implementation of restoration activities and planning as per the community based co management resource use plan. He/she will take part in all land and water based survey and restoration activities and needed ground truthed data collection.

The Restoration Field Officer will actively support and participate in the projects's restoration components (corals and mangroves including in the context of Mkuba eco-credit programme), actively engaging with the local communities located within the project area. coral reef restoration and research activities, assist with the husbandry and maintenance of coral nurseries, and assist with coral reef restoration fieldwork including outplanting, monitoring, and research activities as needed.

He/she will operate and expand in-water coral nursery (farm, genetic pool), nursed coral species inventory, weekly monitoring of survival and growth to viable outplanting sizes for restoration purposes. He/she will deploy with the project core team and communities artificial reef structures including confirming site selection through community consultations, building, deployment.

He/she will directly report and assist the Project Manager and Scientific Restoration Advisor in supervising the coral nursery maintenance team. The coral restoration team will ensure coral opportunities collection, weekly cleaning, propagation of corals using asexual (micro-fragmentation) methods, regular health assessments of nursery-reared corals, and in-water nursery structure maintenance, and coral outplanting as needed.

Similarly, he/she will operate and expand mangrove restoration sites, and tree nurseries (under the Mkuba eco-credit programme), weekly monitoring of survival and growth, seed collection and planting. He/she will work closely with the Mangrove field officers and other core team members to align on the communities restoration planning confirming adequacy of site selection through community consultations, ground truthing and daily data collection and entry. Other Mwambao senior officers and ecological data analysts will assist in all required data collection training methods, data entry and cleaning, analysis so as to report back to the communities.

He/she will be in charge of purchasing necessary equipment, gear and vehicle rental (as needed) so as to achieve all activities in a timely manner.

This is a 5 year position based in Tanga, Tanzania.

III. Key Relationships

Reporting to: Project manager and Scientific Restoration Advisor

Key relationships within Mwambao-MCCC: Chief Technical Advisor, Environmental and Social Management System (ESMS) Officer, EACOP Monitoring Evaluation and Learning officer (MEL), Mwambao

Tanga Co-management Fisheries Officer, Tanga Programme Coordinator

Key relationships within EACOP team Tanga : EACOP Biodiversity coordinator, ESMS officer EACOP

IV. Roles and Responsibilities

The key roles and responsibilities are as outlined below:

- Assist the Project Manager with all husbandry and nursery needs for corals and mangrove restoration components of the EACOP project as per the decided workplan.
- Provide and supervise regular maintenance of coral tables/trees and coral fragments (removing algae from corals and crustaceans from supports)
- Conduct regular coral health assessments (survival, bleaching) of all corals in the nursery and out planted on artificial structures and home reef
- Meet coral propagation quotas as established by Marine Cultures and Mwambao's scientific advisors (daily, weekly, monthly)
- Provide and supervise regular maintenance of mangrove seedlings and saplings; identify potential mechanical threats to young trees survival
- Conduct regular mangrove health assessments (survival, drying, disease) in restored sites and in nursery
- Work closely with Mkuba officer and communities to meet mangrove quotas as established by work plan and loan schedule (daily, weekly, monthly)
- Perform and supervise routine minor repairs of coral tables, trees, and other structures in the in-water nursery and mangrove tree nursery (as needed)
- Produce and supervise coral cement discs or pins as needed for table coral growth
- Construct, install, and maintain in-water nursery structures
- Supervise, stock and maintain corals in in-water nursery on a regular basis
- Conduct inventory of coral and mangrove nursery stock
- Participate in ex-situ coral monitoring and collection activities as needed
- Participate in nursery-reared coral outplanting efforts as needed
- Daily and weekly data collection and upload using a mobile app
- Assist the Project manager with the reporting including assistance in writing daily, weekly, monthly, quarterly, semi-annual, and annual reports as needed

Qualification and Experience Required:

- B.S. or B.A. degree in fisheries, ecology, or natural resources management or related field OR those with a high school diploma who have substantial experience working in the diving industry and in coral/mangrove restoration
- At least three years of relevant professional working experience in the WIO region
- Understanding of, and sensitivity towards, the culture and livelihoods context of rural/local coastal communities in Tanga

- A proven ability to work effectively without direct supervision but as part of a team
- Very good in oral and verbal communication skills in both Kiswahili and English, with an ability to develop strong relations with both Government and community partners
- A computer literacy (especially MS Word, Excel, and using the internet) and technical report writing in English
- Ability to learn new skills quickly and accomplish tasks in buddy pairs after initial oversight from the project manager and scientific restoration advisor and consulting partners
- Ability to meet daily requirements and deadlines set by the Project Manager
- Ability to solve problems quickly and effectively
- Proficiency working with Microsoft Excel, Word, time management app and video conferencing app
- Ability to communicate effectively and work both independently and in larger teams
- Ability to take and implement instruction and critical feedback
- Ability to lift at least 60 pounds
- Possession of a PADI (or equivalent) Open Water Certification

Preferred

- Experience working in and familiarity with the concept of Ecosystem restoration and services including nature based solutions
- Experience in coral restoration and nursing (coral collection, transportation, fragmentation, outplanting) procedures
- Ability to identify WIO coral species to the scientific name at least genus : coral ecology basic knowledge
- Experience in mangrove restoration and nursing (seed collection, transportation, planting)
- Ability to identify WIO and local mangrove species to the scientific name, mangrove ecology basic knowledge
- Boating experience if an advantage
- Advanced dive certifications (minimum 50 validated logged dives)
- Physical Requirements: The physical demands described here are representative of those that must be met by the employee to successfully perform the essential functions of this position.
- Ability to see and hear; use arms and hands; handle objects, tools, and controls; and sit.
- Ability to lift and move 60 pounds. Ability to dive safely if working in open water.
- Experience in underwater photography

5. How to Apply:

To apply for this position, please upload a cover letter (max. 2 pages) and CV, and complete this [Application form](#) by 2nd May 2024.

The cover letter should explain in detail why you are interested in this position with MWAMBAO and emphasize how your skills and experience match those required for the job and name two persons who can be contacted for references. This position is only open to Tanzanian nationals.

Only candidates who meet the requirements for this position will be contacted for an interview. The successful candidate must be available to start work by June 2024.

More information about MWAMBABO/MCCC can be found at: <http://www.mwambao.or.tz>

6. Our Mwambao Values

Employees of Mwambao are expected to subscribe to Mwambao values:

- Being a Change pioneer:
 - Provide new and constructive outlooks and solutions
 - Mwambao leads in pioneering creative new approaches and interventions.
- Promoting Community stewardship of the environment
 - Bottom-up approach
 - Community-based planning and implementation
 - Responsible caretaker of the environment.
- Upholding the values of Accountability and Responsibility:
 - Responsible for carrying out what you commit to, to the best of your ability
 - Demonstrate accountability and integrity in funds management while encouraging accountability in others.
- Promoting Fairness and Equity in all our work:
 - Declare any conflict of interest
 - Transparency and shared decision making
 - Observe the rule of law
 - Observe ethics
 - Promote Equality and respect
 - Equal treatment at all levels, all gender, all ages. Fair decision-making - Fair recognition and respect of commitments at all levels.



PROJECT MANAGER



Job Title:	Project Manager
Supervisor:	Chief Technical Advisor and Head of Marine Programme
Duty station:	Tanga, Tanzania with occasional visits to Unguja, Zanzibar.
Country:	Tanzania
Start date:	June 2024

I. MWAMBAO

Mwambao Coastal Community Network was established in 2010 to help communities in Tanzania’s coastal areas develop strong and effective local resource management systems that support livelihoods and sustain marine ecosystems. Mwambao employs a human-rights based approach and works to empower local communities and enable them to learn from each other through a community-based network spanning different coastal areas and communities. The network structure fosters learning as well as collective action on shared interests such as influencing policy.

Mwambao has emerged as a leading actor in facilitating community-based marine management in Zanzibar as well as in north-eastern Tanzania working with a number of key international partners whose relationships need confident and sensitive mentoring. The team has expanded significantly in recent years in terms of funding, geographical spread, and diversity of approaches. Mwambao currently has 63 full-time staff and established offices in Tanga, Pangani, Pemba Island and Unguja Island Zanzibar. Mwambao is currently engaged in a 4-year Blue Action Fund project that aims to build the marine co-management capacity of MCHOMAPUNDA CFMA as part of a wider project in the Pemba Channel. The work proposed here is designed to supplement and complement that project and in particular focus on the restoration of coral reef and mangrove habitats as well as focused livelihood restoration activities that are designed around access to eco-credit and value-addition for marine-based products.

Mwambao is seeking an experienced Project Manager to oversee delivery of a 5 years project entitled ‘Biodiversity Offsetting and Livelihood Restoration for communities of the MCHOMAPUNDA Community Fisheries Management Area’ with majority funding by the East African Crude Oil Pipeline Project in the Chongoleani peninsula which encompasses 5 Beach Management Units (BMU) that together form the Collaborative Fisheries Management Area CFMA) known as MCHOMAPUNDA.

II. Overview of the role

Overall, the project aims to address biodiversity offsetting and livelihood needs while promoting sustainable practices and resilience in the targeted communities. The EACOP project will cover



PROJECT MANAGER



communities located within the area of influence of the EACOP project (AOI) on and off shore from mainland Tanzania's Tanga region coast. The project goals are Livelihood Development, Increased Climate Change Resilience, and Ecosystem Reinstatement through increased capacity for sustainable community-led marine co-management in five communities within the MCHOMAPUNDA CFMA, Tanga by 2027. Additionally, the proposal aligns with the Scope of Work issued by EACOP on April 17, 2023, which aims for Improved Governance within the MCHOMAPUNDA CFMA., Resource and Capacity Improvement, Coastal Ecosystem Restoration (coral and mangrove) and Livelihood Restoration for the CFMA communities impacted by the EACOP Project, including those in Putini, Chongoleani, and Ndaoya.

The Project Manager will oversee all activities planning and survey needs in the MCHOMAPUNDA Collaborative Fisheries Management Area (CFMA). The Project manager may be invited to attend meetings of the Senior Management Team of Mwambao. The Project manager will play a lead role in working closely with the senior programme team planning, budgeting, monitoring and implementing the agreed activities, delivering adequate professional supervision in all activities. He/she will work closely with other team members especially the Chief Technical Advisor, the Scientific Restoration Advisor and Heads of Programmes and MEL. She/he will work closely with the Tanga MEL Officer, Mangrove Officer and MKUBA Officers in Tanga.

The role will involve working closely with key project partners and other contractors to ensure delivery of the grant on time and on budget in full compliance with Mwambao, EACOP guidelines, within the terms of the Project Agreement, and in accordance with the relevant EACOP policies and procedures including the H3SE Management Plan.

This is a 5 years position managed through separate 1-year contracts and with an initial 3-month probation period.

III. Key Relationships

Reporting to: Chief Technical advisor, and Scientific Restoration Advisor

Key relationships within Mwambao-MCCC: Chief Technical Advisor, Environmental and Social Management System (ESMS) Officer, Head of Monitoring Evaluation and Learning (MEL), Mwambao Tanga Co-management Fisheries Officer, Tanga Programme Coordinator

Key relationships within EACOP team Tanga : EACOP Biodiversity coordinator, ESMS officer EACOP

IV. Roles and Responsibilities

The key roles and responsibilities are as outlined below:



PROJECT MANAGER



Project and team Management

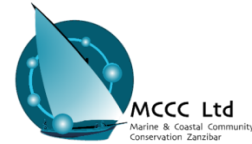
- Collaborate closely with the Head of Programme Coastal Livelihoods (Mwambao), Head of Marine Programmes, Chief Technical Advisor, Scientific Restoration Advisor and the Grant Manager for the EACOP Project to develop quarterly activity plans and funding advance requests
- Collaborate with Program Coordinators in Tanga to ensure the smooth implementation of EACOP activities ;
- Help to ensure strong cooperation with central government Regional and Districts administrations ;
- Supervise the core Tanga based Mwambao team dedicated to EACOP project consisting of mangrove and reef restoration field officers and nursery maintenance staff (2), eco-credit officer (MKUBA programme liaison), value-chain support and co-management field officer, finance officer and MEL Coordinator for EACOP
- Act as primary Field project contact point within Mwambao for the delivery of the EACOP project but in full communication and liaison with CTA and SRA
- Liaise with other members of the Mwambao Team, specifically over implementation of activities and reporting in the Tanga and Unguja offices
- Track project progress against the agreed quarterly and annual work plans and flag delays or issues with the Head of Operations, Head of Programme Coastal Livelihoods and Marine Programmes.
-
- Field travel in order to support reporting and oversight of project implementation in the targeted BMUs of Mchomapunda CFMA.
- Lead collaboration with other partners programs in order to identify and create synergies in the program implementation and avoid conflict and duplication of interventions , especially with Blue Action Fund and Mkuba programmes.

Grant Management

- Support monthly and quarterly donor reporting including gathering information from field coordinators, scientific and technical advisors, restoration team reviewing and querying inputs.
- Lead donor technical report writing, coordinating the inputs of Mwambao staff ensuring accurate and timely technical, operational and institutional reporting as per EACOP and other donor requirements
- Keep regular accounting procedures as prescribed by Mwambao Finance Manual for all advances received, keeping close communication with Mwambao Finance Manager.
- Weekly budget tracking and expenses ; including strong organizational (receipts, bills, quotes) and reporting skills (personal, equipment, consumables, functioning)



PROJECT MANAGER



Financial Management

- In collaboration with Finance and administration team work to support the management of project finances with specific attention to tracking and forecasting expenditure to ensure project delivery is on budget and satisfies donor compliance requirements
- Support the analysis of project financial performance, including postings and spend, working closely with the Finance & Admin Manager for Mwambao
- Support regular budget forecasting and re-budget throughout the year in collaboration with project team as required
- Ensure full compliance with Mwambao EACOP position statements, protocols, policies and procedures, ensuring work is done to high quality and within fund budgets
- Ensure any non-compliance (e.g. grievance) is addressed or raised through appropriate policies and procedures with the support of Admin team, facilitate procurement of material and equipment to effect EACOP project implementation.

Communications

- Bring to the attention of the Communications Officer (Mwambao) and Chief Technical Advisor, newsworthy items arising within the project and, as agreed, work with the Communications officer to develop materials as required (e.g., web pages, articles, reports) to support Mwambao's work
- As required, represent Mwambao at appropriate external meetings and fora, including consultations, meetings and briefings.
- Contribute to the production of quarterly work-plans and budgets, in line with annual project budgets and anticipated outcomes

V. Person specification

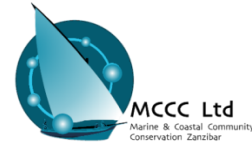
Essential:

Skills

- Supervision
- Project and process management
- Negotiation skills
- Budget development and tracking and good understanding of how it corresponds to project or programme delivery.
- Mentoring and coaching
- Critical thinking
- Strong organizational and analytical skills
- Proficient with spreadsheet software and project management software
- Excellent written and oral communication skills, including report writing
- Advanced Microsoft Office skills, including Powerpoint and Excel
- Ability to work with partners and consultants



PROJECT MANAGER



- Excellent time management and organizational skills
- English fluency (oral and written) ; knowledge of Kiswahili is required

Knowledge & experience

- Experience of grant management - legal compliance and the responsible management of donor funds
- Financial management and budgeting skills
- Experience work planning and managing projects with an annual operating budget of >\$200,000
- Experience of project management - delivering complex statutory grants, involving diverse actors, and requiring delivery and monitoring of multiple streams of work
- Technical and scientific report writing skills, including introduction, methodology, results, and conclusions

Behavioral qualities

- Excellent interpersonal skills, specifically ability to communicate and collaborate effectively with partner organizations and donors
- Rigorous and diligent approach to work

Work and travel:

- Entitlement to live and work in Tanzania

Desirable:

- At least 5 years' experience of project managing conservation and/or livelihood development projects
- Understanding of marine conservation challenges and approaches
- A degree in a related field or related qualifications or MBA in project management, business administration, or related field
- Experience or knowledge of MEL tools and processes

Other

- Experience in the coastal WIO region is an advantage
- Support a culture of excellent communication, sharing of knowledge, lessons learnt and best practice and collaboration between project staff, wider Mwambao team members, supporting partners and other stakeholders as appropriate

How to Apply

To apply for this position, please upload a cover letter (max. 2 pages) and CV and complete this [application form](#) by 1st May 2024.



PROJECT MANAGER



The cover letter should include why you are interested in this position with MWAMBAO and emphasize how your skills and experience match those required for the job and name two persons who can be contacted for a reference.

Only candidates who meet the requirements for this position will be contacted for an interview.
The successful candidate must be available to start work by June 2024.

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- Promoting Community stewardship of the environment
 - Bottom-up approach
 - Community-based planning and implementation
 - Responsible caretaker of the environment.
- Upholding the values of Accountability and Responsibility:
 - Responsible for carrying out what you commit to, to the best of your ability
 - Demonstrate accountability and integrity in funds management while encouraging accountability in others.
- Promoting Fairness and Equity in all our work:
 - Declare any conflict of interest
 - Transparency and shared decision making
 - Observe the rule of law
 - Observe ethics
 - Promote Equality and respect
 - Equal treatment at all levels, all gender, all ages. Fair decision-making - Fair recognition and respect of commitments at all levels.

Job title:	Coral Reef Nursery Maintenance staff (2 people)
Supervisor:	Reef Restoration Manager
Duty Station:	Tanga, Tanzania.
Start Date:	June 2024
Time	100% y1-y3; 50% y4

1. Background:

Mwambao Coastal Community Network was established in 2010 to help communities in Tanzania's coastal areas develop strong and effective local resource management systems that support livelihoods and sustain marine ecosystems. Mwambao employs a human-rights based approach and works to empower local communities and enable them to learn from each other through a community-based network spanning different coastal areas and communities. The network structure fosters learning as well as collective action on shared interests such as influencing policy.

Mwambao has emerged as a leading actor in facilitating community-based marine management in Zanzibar as well as in north-eastern Tanzania working with a number of key international partners whose relationships need confident and sensitive mentoring. The team has expanded significantly in recent years in terms of funding, geographical spread, and diversity of approaches. Mwambao currently has 63 full-time staff and established offices in Tanga, Pangani, Pemba Island and Unguja Island Zanzibar. Mwambao is currently engaged in a 4-year Blue Action Fund project that aims to build the marine co-management capacity of MCHOMAPUNDA CFMA as part of a wider project in the Pemba Channel.

Mwambao is seeking two (2) full-time Coral Reef Nursery Maintenance staff to take care of the corals to be farmed and nursed during the project under the direct supervision of Mwambao's Reef Restoration and project manager. The work will be carried out in the Tanga region (Boma and Chongoleani peninsula) under the project entitled 'Biodiversity Offsetting and Livelihood Restoration for communities of the MCHOMAPUNDA Community Fisheries Management Area' with majority funding by the East African Crude Oil Pipeline Project.

2. Overview of the role

Mwambao and their local partners are implementing a 5-year project entitled 'Biodiversity Offsetting and Livelihood Restoration for communities of the MCHOMAPUNDA Community Fisheries Management Area' with majority funding by the East African Crude Oil Pipeline Project near Tanga, coastal Tanzania.

The Coral Reef Nursery Maintenance staff will be responsible of daily coral farm and nursery maintenance under the direct supervision of the project's Restoration field officer, and Project manager.

They will actively manage the husbandry and maintenance of coral nurseries, and assist with coral reef restoration fieldwork including outplanting, monitoring, and research activities as needed. They will operate and expand in-water coral nursery (farm, genetic pool), nursed

coral species inventory, weekly monitoring of survival and growth to viable outplanting sizes for restoration purposes.

They will construct and deploy with the project core team and communities artificial reef structures. They will be in charge of the weekly cleaning, coral classification and inventory (numbers, genus), propagation of corals using asexual (micro-fragmentation) methods, regular health assessments of nursery-reared corals, and in-water nursery structure maintenance, and coral outplanting as needed.

Other Mwambao staff will assist in all required data collection training methods, data entry and cleaning, analysis so as to report back to the communities. They will also be in charge of the coral nursery gear and equipment maintenance including evaluation of nets and other structures/gear condition so as to track equipment and replacement needs in a timely manner.

The new hires will be trained on coral nursing techniques, ecology, troubleshooting as well as new and alternative restoration techniques

Those are 3.5 year positions based in Tanga, Tanzania.

III. Key Relationships

Reporting to: Restoration Field Officer, and Project manager.

Key relationships within Mwambao-MCCC: Tanga programme coordinator, Scientific Restoration Advisor and Chief Technical

Others : Consultants (trainers) and snorkeling/dive base and landing sites staff

IV. Roles and Responsibilities

The key roles and responsibilities are as outlined below:

- Perform all coral husbandry and nursery daily maintenance tasks as dictated by the Project manager and Restoration Field Officer
- Perform daily maintenance of coral tables/trees and coral fragments (removing algae from corals and crustaceans from supports)
- Conduct regular coral health assessments (survival, bleaching) of all corals in the nursery and as required of the outplanted corals on artificial structures and home reef
- Ensure to meet coral propagation quotas as established by Marine Cultures and Mwambao's scientific advisors (daily, weekly, monthly)
- Perform routine repairs of coral tables, trees, and other structures in the in-water nursery
- Produce coral cement discs or pins as needed for coral nursing
- Construct, install, and maintain in-water nursery structures
- Conduct inventory of coral and mangrove nursery stock
- Participate in ex-situ coral monitoring and collection activities as needed
- Keep records of COO nursing including collection site (GIS), time and genus/species collected using a reference manual
- Participate in nursery-reared coral outplanting efforts as needed
- Fill the daily activities and data collection forms using a mobile app

Qualification and Experience Required:

- B.S. or B.A. degree in fisheries, ecology, or natural resources management or related field OR those with a high school diploma who have substantial experience working in the diving industry and in coral/mangrove restoration
- At least 1 year of relevant professional working experience in the WIO region in marine ecosystems and ideally in coral restoration activities
- Understanding of, and sensitivity towards, the culture and livelihoods context of rural/local coastal communities in Pemba

- Very good in oral and verbal communication skills in both Kiswahili and English
- A computer literacy (especially MS Word, Excel, and using the internet) and technical report writing in English
- Ability to learn new skills quickly and accomplish tasks in buddy pairs after initial oversight from the project manager and scientific restoration advisor and consulting partners
- Ability to meet daily requirements and deadlines set by the supervisors
- Ability to lift at least 60 pounds
- Excellent swimming and snorkeling skills
- Possession of a PADI (or equivalent) Open Water Certification

Preferred

- Experience in coral restoration and nursing (coral collection, transportation, fragmentation, outplanting) procedures
- Ability to identify WIO coral species to the scientific name at least genus : coral ecology basic knowledge
- Boating experience is an advantage
- Advanced dive certifications (minimum 50 validated logged dives)
- Physical Requirements: The physical demands described here are representative of those that must be met by the employee to successfully perform the essential functions of this position.
- Ability to see and hear; use arms and hands; handle objects, tools, and controls; and sit.
- Ability to lift and move 60 pounds. Ability to dive safely if working in open water.

4. How to Apply:

To apply for this role please upload a cover letter and CV and fill in [this form](#) by May 2nd, 2024. The cover letter should explain in detail why you are interested in this position with MCCC and emphasize how your skills and experience match those required for the job and name two persons who can be contacted for references.

This position is only open to Tanzanian nationals.

It should include the minimum monthly net salary you would expect to be remunerated. The successful candidate must be available to start work by June 2024.

Only candidates who meet the requirements for this position will be contacted for an interview.

More information about MWAMBAO/MCCC can be found at: <http://www.mwambao.or.tz>

5. Our Mwambao Values

Employees of Mwambao are expected to subscribe to Mwambao values:

- Being a Change pioneer:
 - o Provide new and constructive outlooks and solutions
 - o Mwambao leads in pioneering creative new approaches and interventions.
- Promoting Community stewardship of the environment
 - o Bottom-up approach
 - o Community-based planning and implementation
 - o Responsible caretaker of the environment.
- Upholding the values of Accountability and Responsibility:



**JOB DESCRIPTION CORAL REEF NURSERY
MAINTENANCE 2024**



- o Responsible for carrying out what you commit to, to the best of your ability
- o Demonstrate accountability and integrity in funds management while encouraging accountability in others.
- Promoting Fairness and Equity in all our work:
 - o Declare any conflict of interest
 - o Transparency and shared decision making
 - o Observe the rule of law
 - o Observe ethics
 - o Promote Equality and respect
 - o Equal treatment at all levels, all gender, all ages. Fair decision-making - Fair recognition and respect of commitments at all levels.