



## NATURE-BASED SOLUTIONS PROGRAM

### VACANCY ANNOUNCEMENT

Alliance Ginneries Limited (AGL) is an agro-based company situated in the Bariadi District within Simiyu Region. Alliance Ginneries is 100 km away from Mwanza City and 42 km away from Bariadi Town along Bariadi Magu Road.

Alliance has been actively participating in the cotton business since 1999 with her operations covering four Regions within the Lake Zone: Simiyu, Mwanza, Shinyanga, and Mara. Alliance has been actively involved in supporting cotton farmers through contract farming.

The company's main operation is the sourcing and processing of raw cotton, for which it relies on smallholder farmers. The raw cotton is converted into cotton lint in Alliance's specialized cotton ginnery in Kasori Village.

AGL Tanzania anticipates signing a partnership agreement with C-Quest Capital LCC, a US-based Social Impact Carbon developer to implement a pilot project on Nature-based Solutions (NbS) in the Bariadi district, Maswa district, and Itilima district in Simiyu region. The goal of the program is to improve livelihoods, food security, and resilience to climate change in Tanzania by restoring ecosystem services and improving the management of agricultural, pastoral, and forest areas contributing to carbon emissions reductions. This program will enable and build substantial carbon sinks and sequestration opportunities, allowing viable returns to both farmers and investors.

The company calls for applications from suitably qualified Tanzanians to fill the vacant posts of **Field Officers (6) and Project Accountant (1)** under the program. Those interested and qualified, both male and female, are encouraged to apply. The responsibilities and requirements for each position are described below:

**Job Title: Field Officer - Nature-Based Solutions**

**Locations:** Maswa/Bariadi, Maswa, and Itilima district (village-based).

**Position Summary:**

The Field Officer will be responsible for coordinating the implementation and monitoring of various nature-based solutions including agroforestry, Farmer-Managed Natural Regeneration (FMNR), Assisted Natural Regeneration, conservation agriculture, water and soil conservation, and tree planting. The officer will work directly with local communities, farmers, and other stakeholders to promote sustainable practices and ensure the successful execution of the project.

**Report to:** AGL Field Manager but working closely with CQC District Technical Specialist

## **Key Responsibilities:**

### **1. Project Implementation:**

- Coordinate and oversee the implementation of agroforestry, FMNR, Assisted Natural Regeneration, conservation agriculture, water and soil conservation, and tree planting activities.
- Contribute to the development and distribution of educational materials and conduct training sessions for farmers and community members on sustainable practices and nature-based solutions.

### **2. Community Engagement:**

- Engage with local communities to identify their needs and incorporate their input into project planning and execution.
- Facilitate participatory planning processes to ensure community buy-in and long-term sustainability of the project.
- Facilitate the implementation of Free, Prior, and Informed Consent (FPIC) processes within project areas. This involves engaging with local communities, facilitating consent procedures, ensuring adherence to legal and ethical standards, and documenting the consent process comprehensively as per VERRA standards.

### **3. Monitoring and Evaluation:**

- Regularly monitor farmer groups in the project sites to assess progress, identify challenges, and implement corrective actions as needed.
- Collect and analyse data on project impacts and outcomes, and prepare detailed reports for sharing with CQC and AGL project managers.

### **4. Capacity Building:**

- Train and mentor community members, local leaders, and other stakeholders on best practices in agroforestry, FMNR, and other sustainable land management techniques.
- Build the capacity of local institutions to support and sustain nature-based solutions.

### **5. Collaboration and Partnerships:**

- Work closely with government agencies, NGOs, research institutions, and other partners to coordinate activities.
- Represent the project at relevant district local government meetings, workshops, and conferences.
- Participate in feasibility and baseline assessments, monitoring verification, and report activities led by CQC or consultants assigned by CQC.

### **6. Documentation and Reporting:**

- Maintain accurate records of project activities, expenditures, and outcomes.
- Prepare regular progress reports, case studies, and success stories for internal use and external dissemination.

## **Qualifications:**

- At least a Diploma/Bachelor's degree in General Agriculture, Crop production/Science Agronomy, Agriculture, Natural Resource Management, or a related field.
- At least 3 years of experience in implementing nature-based solutions or similar environmental/ agroforestry projects.
- Demonstrated knowledge of agroforestry, FMNR, Assisted Natural Regeneration, conservation agriculture, water and soil conservation, and tree planting techniques.

- Experience working with rural communities and understanding of participatory development approaches.

**Skills and Attributes:**

- Strong communication and interpersonal skills.
- Ability to work independently and as part of a team.
- Proficiency in data collection, analysis, and report writing.
- Strong organizational and time management skills.
- Fluency in local languages and/or dialects is an asset.
- Willingness to travel extensively within the project area.

**Work Conditions:**

- This position requires frequent travel to rural areas and project sites.
- Flexibility to work outside normal working hours as needed.

**Position Title:** Project Accountant

**Reports To:** Chief Financial Officer (CFO) but working closely with Field Manager at AGL.

**Position Summary:**

The Project Accountant will work under the close supervision of the Chief Financial Officer (CFO) to manage the financial aspects of the project within the organization. This role is responsible for ensuring accurate financial reporting, budget management, and compliance with financial regulations. The Project Accountant will collaborate with the Field Manager and other departments to provide financial insights and support to ensure project success.

**Key Responsibilities:**

- 1. Financial Reporting:**
  - Prepare and maintain financial reports for the NbS project.
  - Ensure timely and accurate reporting of project financials to CQC.
  - Develop and present financial summaries and variance analyses.
- 2. Budget Management:**
  - Assist in the preparation and monitoring of project budgets.
  - Analyse budget variances and report findings to the CFO.
  - Recommend budget adjustments as necessary.
- 3. Accounts Payable/Receivable:**
  - Manage project-related accounts payable and receivable.
  - Ensure timely invoicing and payment processing.
  - Reconcile project accounts and resolve any discrepancies.
- 4. Cost Tracking and Analysis:**
  - Track and report project costs against budgets.
  - Conduct regular cost analysis and provide insights to the field manager.
  - Implement cost control measures to improve project efficiency.
- 5. Compliance and Audit:**
  - Ensure compliance with internal financial policies and procedures.
  - Assist in preparing for audits and provide necessary documentation.
  - Address any audit findings and implement corrective actions.
- 6. Collaboration:**

- Work closely with the field manager and CQC NbS Manager to provide financial guidance and support.
  - Liaise with other departments to gather necessary financial information.
  - Participate in project planning and review meetings.
7. **Documentation and Record-Keeping:**
- Maintain accurate financial records for all assigned projects.
  - Ensure proper documentation of financial transactions.
  - Develop and update financial procedures and policies as needed.
8. **Systems and Tools:**
- Utilize financial software and tools to manage project finances.
  - Recommend improvements to financial systems and processes.
  - Train project staff on financial procedures and systems.

**Qualifications:**

- **Education:**
  - Bachelor’s degree/Diploma in Accounting, Finance, or a related field.
- **Experience:**
  - Minimum of 3-5 years of experience in project accounting or a similar role.
  - Experience working in a fast-paced environment with tight deadlines.
  - Familiarity with financial reporting and budgeting processes.
- **Skills:**
  - Strong analytical and problem-solving skills.
  - Excellent attention to detail and organizational skills.
  - Proficient in financial software and Microsoft Office Suite (especially Excel).
  - Ability to communicate complex financial information clearly and concisely.
- **Personal Attributes:**
  - Ability to work independently and as part of a team.
  - High level of integrity and ethical standards.
  - Strong interpersonal and communication skills.
  - Ability to manage multiple projects and priorities simultaneously.

**Working Conditions:**

- Standard office environment with occasional travel to project sites as required.
- Ability to work extended hours during peak periods.

**CONDITIONS OF SERVICE FOR ALL THE POSTS**

An attractive remuneration will be offered to successful candidates commensurate with qualifications and experience. The contract is for 12 months renewable yearly based on performance or availability of funds.

**APPLICATION PROCESS**

Applications should be submitted using Google Form. The applications should include a recent CV which contains referees and job application letters. The application should be sent no later than **20<sup>th</sup> June 2024**. All applications should be addressed to: The **General Manager, Alliance Ginneries Limited Tanzania, P.O. Box 11074, Mwanza, Tanzania. Click here:** <https://forms.gle/ArjhdVDownbbeDL48>