



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
AND CO-MANAGEMENT

- 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
AND CO-MANAGEMENT

- 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

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

- 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.