



*JD - HEAD OF MARINE ECOLOGY PROGRAMMES 2025*

## **JOB DESCRIPTION**

**Job Title: Head of Marine Ecology Programmes**

**Supervisor:** Chief Technical Advisor

**Duty station:** Unguja, Zanzibar, but with frequent time spent in Tanga and Pemba.

**Country:** Tanzania

**Start date:** ASAP

### **1. MWAMBABO**

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 77 full-time staff and established offices in Tanga, Pangani, Pemba Island and Unguja Island Zanzibar.

We're seeking to bring in new leadership to help carry us along in our journey of growth going forward especially in the realm of management planning, ecosystem restoration and monitoring, specifically coral reefs, mangrove forests and seagrass beds. We are looking for a passionate and able individual to take on the role of Head of Marine Ecology Programmes (HOMEPE), a cross-cutting programme position.

### **2. SUMMARY JOB DESCRIPTION**

The HOMEPE will provide key leadership and guidance for all ecological components of Mwambao's marine programmes, including project planning, monitoring and data collection and analysis. He/she will be a member of the Senior Management Team (SMT) of Mwambao, and will be required to attend meetings of the SMT. She/he will guide the technical components and programme development of all Mwambao's ecological and restoration work. The HOMEPE together with the Chief Technical Advisor



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(CTA), will play a lead role in building on and further developing Mwambao's strategy on ecosystem management and restoration. She/he will also have a key role in partner/donor liaison and relationship management where relevant. She/he will work with the senior programme team planning, budgeting and implementing the agreed activities, delivering adequate professional supervision in all activities as well as helping to shape organization policies. He/she will work closely with other team members especially the CTA and Heads of Programmes and Monitoring, Evaluation and Learning (MEL).

The HOMEPE position requires a mature and creative thinker who is comfortable in a diverse team scenario and willing to embrace innovation but also the established Mwambao culture. Scientific training in an ecologically related subject is required, and a specialisation in marine ecology is preferred ; a working knowledge of the small-scale fisheries and marine sector and related ecosystem restoration experience are an advantage. Strong management and technical skills, application of scientific method, an attention to detail, a team player, a proactive approach with ability to offer structured guidance, are all attributes that are required for this position.

### **3. KEY RESPONSIBILITIES AND TASKS**

#### **Organisational Leadership**

- Attend SMT meetings
- Assist the CEO/CTA in liaising with project partners, donor organizations, partner NGOs and other groups to ensure effective coordination of project activities and potential leverage of additional resources;
- Represent Mwambao-MCCC Ltd at national and international workshops, partner meetings and other key fora.
- Maintain good relationships with local government partners
- Identify funding opportunities and partnerships and evaluate them strategically against Mwambao's strategy

#### **Donor and Fund Management**

- Lead on the management of multiple donor relationships including statutory funders, as well as through foundations and long-term partnerships.
- Lead in the identification and development of new programme opportunities including leading proposal development on ecological components
- In collaboration with the Head of Finance and Programme leads, develop and review project budgets specifically for ecological components
- Review and approve team funding requests and ensure that they are in line with budget and policiesREFD

#### **Team Lead for Restoration and Ecological Data Collection**



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- Lead on the provision of technical expertise and strategic guidance in marine ecosystem management and restoration to all programme components
- Act as team lead and line manager for the ecological data team and the reef and mangrove restoration teams
- Work in close consultation with the Head of MEL to ensure a restoration monitoring plan; with clear milestones and measurable indicators.
- Provide technical inputs and advice in planning workshops
- Provide the final review, vetting of reports and plans produced through any of the ecological or restoration programmes and in developing publications before submission outside of the organisation.
- Provide technical inputs for collection of data and developing methodology in the execution of various technical studies carried out by Mwambao.
- Assist the MEL team in the evaluation of results and impacts of the Project Monitoring Frameworks
- Provide technical inputs in policy briefs, technical and periodic reports for ecosystem management and restoration as appropriate.
- Provide technical support to enable final evaluation of projects.

#### **Technical Leadership MCHOMAPUNDA PROJECT TANGA (60% time)**

This post has received primary funding from the East African Crude Oil Pipeline Project in MCHOMAPUNDA CFMA (Collaborative Fisheries Management Area). It is Mwambao's intention to both achieve EACOP agreed deliverables but also to create a showcase for both reef and mangrove restoration, that is a learning hub for Tanzania. The project started in May 2024 and will run until 2028. The HOMEPA will review and refine key documents, existing reports/information, stakeholder engagement and field work in order to develop an integrated approach for meeting biodiversity offsetting and if necessary, introduce refinements to the Project Implementation Plan and Project Execution Strategy (including key milestones, deliverables, implementation schedule and risks to achieve the objectives of the scope of SERVICES). Input into a risk assessment will be conducted for the project and feed into the HSE plan. The SE will also need to be familiar with the stakeholder engagement plan

#### **COMPONENT 1. EACOP The design and implementation of a habitat restoration plan that forms part of the CFMA resources management plan for MCHOMAPUNDA focusing on coral reef ecosystems.**

Continually monitor and review the progress and effectiveness of the current reef restoration plan for MCHOMAPUNDA and its applicability in a wider context in the Tanga region.

##### **● Component 1 Activities:**

- Activity 1.1: Summarise existing coral reef data for the area.
- Activity 1.2: Formulate and train a Mwambao reef restoration and survey team (new and existing team members) using the adopted monitoring and evaluation plan
- Activity 1.3: Plan and execute a baseline survey of all reef areas using CORDIO manual 'Coral reef monitoring in eastern africa - a guide for communities'



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- Activity 1.4: Train restoration team in available reef restoration techniques and their suitability for different substrates and locations
- Activity 1.5: In collaboration with the relevant BMU's, design a reef restoration plan that is compliant with, and supplements the existing CFMA management plan including any zoning required and reviewed annually.
- Activity 1.6: Train local team, and support reef ball/reefstar (and any other relevant technique) construction and deployment
- Activity 1.7: Procure any needed equipment and construct reef balls and reefstars. ● Activity 1.8: Define number of cement reef balls/reef stars required per site and secure required materials.
- Activity 1.9: Train local team in coral transplant techniques
- Activity 1.10: Establish coral nursery and carry out coral transplants on reefballs/reefstars

**COMPONENT 2. EACOP The design and implementation of a habitat restoration plan that focuses on mangrove ecosystems.** The postholder will provide oversight and supervise the Tanga-based Mangrove Restoration Officer who will consult with the Tanzania Forestry Service and District level staff, carry out an analysis of existing data and carry out detailed mapping and survey of mangrove forests in the project area. continually monitor and review the progress and effectiveness of the current mangrove restoration plan for MCHOMAPUNDA and the accompanying monitoring plan and training plan for community and government staff for long-term involvement.

**● Component 2 Activities:**

- Activity 2.1: Review previous mangrove data collected for the area
- Activity 2.2: Review the mangrove management status (JFM) of the area in collaboration with Tanzania Forest Service and Mangrove restoration Officer
- Activity 2.3 Supervise detailed mangrove survey and mapping to provide a complete baseline ●
- Activity 2.4: Supervise detailed ground survey to identify any areas suitable for restoration. ●
- Activity 2.5: Supervise establishment and implementation of community mangrove restoration and management plans.
- Activity 2.6: Supervise Planning detailed restoration measures to achieve objectives in the selected restoration site areas.
- Activity 2.7: Assist with training local communities in community-based restoration guidelines in line with national forest land restoration strategies and joint forest management (JFM) principles.
- Activity 2.8 Establishment of mangrove restoration plots established
- Activity 2.9 Design a community led mangrove monitoring system
- Activity 2.10: Training and regular community-led mangrove restored areas monitoring ●
- Activity 2.11: Establish mangrove nurseries if needed

**Technical Oversight other projects with ecosystem management and restoration components primarily the Blue Action Fund Project implemented in Tanga and Pemba (40% time)**



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Supervise ecosystem management and reef restoration and other restoration activities including programme design, monitoring and evaluation. Training and management of community restoration teams where necessary.

#### **Management and Oversight**

- Line management and mentoring to the ecological and restoration teams
- Provide guidance and inputs into recruitment processes
- Assist in identifying gaps in learning and development and proactively identify training opportunities for the team
- Provide technical guidance to the CTA in identifying gaps and opportunities to improve implementation of projects.

#### **Other tasks**

- Develop consultancy contracts and agreements
- Develop communications outputs where appropriate and review communications materials before release

#### **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.



MWAMBABO COASTAL  
COMMUNITY NETWORK  
TANZANIA



MCCC Ltd  
Marine & Coastal Community  
Conservation Zanzibar

## Application submission

Applications to be submitted no later than 23h59 EAT on 19 May 2025.

For any enquiries, please send an email to Sakhile Tsotsobe on [sakhile.tsotsobe@mwambao.or.tz](mailto:sakhile.tsotsobe@mwambao.or.tz), or [info@mwambao.or.tz](mailto:info@mwambao.or.tz)