

Mwambao Coastal Community Network Tanzania



P.O. Box 3810,
Unguja
Tanzania

Job title:	Field Ecology Officer Unguja
Supervisor:	Head of Marine Ecology Programmes
Duty Station:	Unguja, Zanzibar with travel to other project sites as required
Start Date:	As soon as possible
Application Closing date:	31 July 2026
Reports to:	Head of Marine Ecology Programmes, Regional Coordinator Unguja
Contract:	Fixed-term (1 year with possibility of extension), full-time

1. Context/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 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 and north-eastern Tanzania working with a number of key international partners. With support from Blue Ventures, Mwambao is supporting coastal communities in scaling up efforts to restore and protect marine ecosystems and fisheries, including mangroves and coral reefs, which are critical for biodiversity, climate resilience, and local livelihoods.

2. Purpose of the role

The Field Ecology Officer will support these efforts through hands-on fieldwork, community engagement, monitoring, and data management, and reporting. The officer will work in partnership with the Mwambao team, local communities, government officials. The officer will be responsible for communicating progress and lessons learned to the donor, communities, government, and Mwambao. The role will require extensive field work (50-70% of work time) and occasional multi-day travel to Unguja and Pemba to coordinate with Mwambao teams.

3. Roles and Responsibilities

Field implementation and community engagement

- Participate in and lead community consultations and workshops to identify restoration priorities, barriers to natural regeneration, and feasible restoration actions.
- Conduct participatory mapping and scoping assessments of mangroves and coral reefs to identify potential restoration sites. This includes the use of GPS, field data sheets, and mobile apps (Survey123, GPS or compass navigator, Kobo collect).
- Organize and facilitate community-led activities to remove obstacles to natural regeneration in mangroves (e.g., clearing blocked waterways, removing debris), and support active restoration efforts such as seed/propagule collection, nursery establishment, and planting.
- Support communities in implementation of mangrove restoration plans across multiple sites including support of community nurseries, out-planting of mangroves, and monitoring progress.
- Support the community in reef restoration including reef balls and coral outplants where appropriate.
- Participate in and lead community-led monitoring and learning exchanges, contributing to peer-to-peer knowledge sharing and adaptive management.
- Serve as a point of contact for local coral and mangrove-related queries and support communication between Mwambao, community management groups (CMGs, BMUs, VNRCs, CFMAs), and local authorities.

Monitoring, data collection, and reporting

- Conduct monitoring, resource mapping, and social surveys to understand local mangrove and coral use, threats, health and stakeholder perceptions.
- Maintain monitoring plots to assess mangrove health, seedling survival, and restoration progress, using established protocols (e.g., quadrat surveys, species identification, and habitat condition assessments).
- Train community in coral reef monitoring and lead participatory monitoring efforts with communities.
- Collect, record, and upload field data using mobile apps and standardized forms; ensure accuracy and completeness of records
- Support the analysis of monitoring data and preparation of regular reports for internal use, community feedback, and donor requirements.

Technical and administrative support

- Maintain a project diary and logframe that demonstrates how donor deliverables are planned for and met
- Ensure timely submission of activity and expense reports.
- Support the procurement, maintenance, and inventory of field equipment, meetings, and training workshops, including transport, catering, and materials.
- Follow Mwambao's environmental good practice guidelines and ensure compliance during all community activities (e.g. no mangrove cutting or standing on corals, proper waste management, safe field conduct).
- Support the integration of restoration and monitoring activities with wider marine and coastal management initiatives under the Biodiversity Offsetting and the Ecosystem-based Adaptation projects
- Contribute to the documentation of lessons learned, case studies, and success stories from the field.

Learning and professional development

- Participate in internal and external training opportunities, including technical workshops, field demonstrations, and online courses.
- Seek feedback and mentorship from senior staff; proactively develop skills in restoration

ecology, community facilitation, and data management.

4. Qualifications and experience

Qualifications

- Bachelors or Masters degree in environmental science, forestry, marine biology, natural resource management, or a related field.

Skills & Experience

- At least 2 years' experience of natural resources management and conservation and/or livelihood development projects in Tanzania or the Zanzibar islands with a focus on marine fieldwork and training communities.
- Experience in conducting marine surveys using snorkeling methodology and ability to identify common marine fish and invertebrates (*SCUBA skills an advantage, but not required*).
- Willingness to learn mangrove methods and species (*skills in mangrove identification and surveys are an advantage but not required*).
- Willingness to spend significant time in the field in Unguja, Tanga, and Pemba in mangrove and coral reef habitats (>50% time in the field during busy seasons).
- Willingness to work in remote coastal areas and travel frequently.
- Excellent written and oral communication skills, including report writing and use of Microsoft office
- Experience working with communities and using participatory approaches to natural resource management
- Excellent time management and organizational skills
- Good communication skills in Swahili and English
- Ability to work independently and as part of a team
- Women are especially encouraged to apply

5. Terms and conditions

- Contract: Fixed-term (1 year), with possibility of extension based on performance and funding.
- Probation: 6 months.
- Remuneration: Entry-level salary, medical allowance, and annual leave as per Mwambao policy.
- Working Hours: Full-time (8h/day), with flexibility for fieldwork, evenings, and weekends as required.

6. Application process

To apply for this post, please submit a CV and Cover Letter (max 2 pages) through this [link](https://mwambao.or.tz/careers/) or through Mwambao's website: <https://mwambao.or.tz/careers/>

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