



## **Employment and Consultancy opportunities at Wildlife Conservation Society**

**The Wildlife Conservation Society (WCS) is the world's largest on the ground conservation organization that has been operating in Uganda for more than 60 years. WCS works to conserve biological diversity and ecosystems through applied research, conservation education, and provision of technical assistance to the government of Ugandan while inspiring people to value nature**

**Project Brief:** The government of Uganda and its development partners have invested hugely towards the conservation of biodiversity and the protection of the environment. However, due to the increasing human population driving forest and wetland loss, these natural resources face an enormous threat from people, including refugees fleeing countries experiencing civil unrest such as DR Congo, South Sudan, Burundi, Ethiopia, among others. Political instability in these countries has resulted in a sharp increase in the refugee population in Uganda leading to the accelerated loss of forest cover and vegetation in refugee-hosting communities. In a bid to address environmental degradation in refugee-hosting districts of Uganda, Wildlife Conservation Society (WCS) through **Uganda Biodiversity Fund (UBF)**, and in partnership with **Nature Uganda (NU)**, and **Ecological Christian Organization (ECO)** received a grant from the **European Union** towards implementation of a four (4) year project titled ***“Restoring and Conserving degraded fragile ecosystems for improved Community Livelihoods among the Refugee and Host Communities of West Nile Region and the mid-Albertine Rift”***.

The project is aimed at mitigating forests, woodlands, bushlands, and wetlands losses, and improve the livelihoods of refugee-hosting communities. The project's focus is on; the restoration of degraded forests, woodlands, bushlands, and wetlands; supporting sustainable land management practices such as climate-smart agriculture, soil and water conservation measures, and; building capacity of refugee host communities, relevant governmental and non-governmental institutions responsible for environmental protection and biodiversity conservation, and improving environmental planning concerning refugee settlements in the West Nile region (districts of Yumbe and Terego) and western Uganda ( Kikuube, Kyegegwa, and Kamwenge district). As such, WCS is seeking qualified individuals to fill up the following employment and consultancy opportunities.

### **A. Community-Based Extension Workers**

Community-Based Extension Workers (CBEWs) will work under the supervision of the Project Officer and other technical staff within WCS to provide environmental, forestry, and agriculturally related extension services to project beneficiaries in the community, undertake community awareness and sensitization meetings, map and promote local-level forest and woodlands restoration and tree planting activities,

and ensure effective on-site implementation of project activities. The CBEWs will be based in their respective Cluster locations of the Project area as delineated below:

**1) Yumbe, Terego, and Madi'okolo Clusters:**

- **A and B: (2 Vacancies)**, covering Midigo, Apo, Kei, Romogi, & newly created Kerwa sub-counties.
- **C: (1 Vacancy)** covering Drajini, Odupi, Omugo, & Odravu sub-counties.
- **E and D (2 vacancies)** covering Rhino Camp, Rigbor Uriama, Aliba, & newly created sub-county Ewnga.

**2) Kikuube Cluster (1 Vacancy)**, covering Kyangwali sub-county.

**3) Kyegegwa Cluster (2 Vacancies)**, covering Mpara, Hapuyo, Kyegegwa, Kasule, and Kakabara sub-counties.

**4) Kamwenge Cluster (2 vacancies)**, covering Bwiizi, Kahunge, Kamwenge, Nkoma sub-counties.

**Community-Based Extension Workers' key duties and responsibilities**

Community-Based Extension Workers (CBEWs) will implement community-based monitoring programs in consultation with the Project Officer. Specifically, the CBEWs will;

1. Collect relevant and up-to-date data on project implementation in liaison with the Project Officer.
2. Act as a community liaison between WCS and frontline communities.
3. Work with the Project Officer to identify sites and map them for woodland restoration and afforestation (This is especially in the target districts in West Nile).
4. Support establishment of demonstrations on Climate-Smart Agriculture (CSA), and other sustainable land management practices where other community members can strategically learn.
5. Follow up the performance of established demonstrations on project interventions.
6. Training participants and other interested persons in project interventions.
7. Conduct routine checks on project activities for data collection.
8. Represent WCS whenever called upon at various community meetings and other stakeholder involvements such as technical planning meetings at the sub-county level, community meetings, and any other functions.
9. Organize meetings to share experiences and potential issues with Climate Smart Agriculture (CSA), in the assigned locations.
10. Provide a timely, monthly written report of the undertaken activities to the Project Officer.
11. Perform other duties as may be assigned.

**Qualifications and Experience**

- Minimum of a diploma in Forestry or Conservation, Community Development, Agricultural Extension, and other related disciplines.
- Knowledge and experience in NGO work, community work, and or working with a government agency/ or district authorities.
- Basic knowledge in the use of computers or smartphones, and other data collections tools.

**Personal Attributes**

- Ability to work in a multicultural diverse environment and under pressure
- Demonstrated ability to adhere to strict confidentiality involving internal/ external information.
- Ability to plan, manage and follow through assignments and communicate at all levels of the organization in a timely and professional manner.

- Fluent and excellent verbal and written proficiency in English and at least one local language widely used in project area i.e. Lugbara, Aringa, Kiswahili and Ma'di dialect for West Nile, and Runyakitara (Rutoro, Runyoro, Runyankore, Rukiga dialects) for Kamwenge, Kikube, and Kyegegwa project areas.

**B. Consultancy to develop a simple well-illustrated reference training manual on sustainable land management practices including Climate-Smart Agriculture (CSA), and conduct pieces of training on the use**

**Brief Introduction**

The accelerated loss of forest cover and vegetation in refugee-hosting areas is exposing the local agricultural economy of the communities to the unintended consequences of climate change. To reverse this, the project will be supporting farmers in the project area to implement sustainable land management practices. These practices will improve vegetation cover, soil water management, and fertility, and thus improve agricultural resilience to the effects of climate change. This will ultimately result in increased crop productivity and economic returns. As such, WCS is seeking a consultant to develop a simple well-illustrated reference training guide/manual on Sustainable Land Management (SLM) practices including Climate-Smart Agriculture (CSA), to be used by the Community-Based Extension Workers (CBEWs), and local partners to train and demonstrate to farmers SLM practices including CSA in the project area.

**Duties and Responsibilities**

Reporting to WCS Project Coordinator, the consultant will carry out the following duties and responsibilities:

- Conduct literature review of existing manuals on Sustainable Land Management (SLM) practices, Climate-Smart Agriculture (CSA), Agroforestry, and Woodland Management to update and supplement the development process;
- Work with an illustrator to have the training guide/manual well illustrated with visual training aids;
- Develop a simple well-illustrated reference training guide/manual that will be used across the project area and beyond;
- Facilitate a consultative meeting with the project partners, and other relevant staff to provide feedback and certify the draft training manual;
- Deliver a Training of Trainers for Community-Based Extension Workers (CBEWs) and local partners in the project area;
- Develop and implement an annual work plan on mentoring the CBEWs as they provide extension services in the field.

**Deliverables:**

- A simple training manual to facilitate training of farmers in the project area on Sustainable Land Management (SLM) practices, Climate-Smart Agriculture (CSA), Agroforestry, and Woodland Management;
- Training of CBEWs and local partners on SLM concepts and the use of the training manual carried out.

**Qualifications, Skills, and Competencies required:**

The consultant will have:

- a) At least a master's degree in agriculture, forestry, natural resource management, land use, and management, rural development, agricultural extension, or closely related fields;
- b) At least 10 years of experience participating in the development sector preferably in the fields of forestry and agricultural extension or closely related fields;
- c) Evident experience in developing high-quality training manuals specifically in the agricultural extension sector;
- d) Experience in mentoring and delivering pieces of training to non-technical local peoples;
- e) Excellent verbal communication, as well as documentation and good report writing skills;
- f) Knowledge of policies and legal frameworks on Sustainable Land Management (SLM) practices, Climate-Smart Agriculture (CSA), Agroforestry, and Woodland Management.

**Proposed tentative work and payment plan:**

<b>Activities/deliverables</b>	<b>Estimated time</b>	<b>Payment proposals</b>
Conduct literature review of existing manuals on Sustainable Land Management (SLM) practices i.e. Soil and Water management practices, Climate-Smart Agriculture (CSA), Agroforestry, Woodland Management, among others to update and supplement the development process.	3 weeks	10%
Collaborate with an illustrator to have the training guide/manual well illustrated with visual training aids.		
Develop a draft simple well-illustrated reference training guide/manual	4 weeks	30%
Facilitate a consultative meeting with the project partners, and other relevant staff to provide feedback and certify the draft training manual		
Work on the training manual to incorporate comments received from the project partners and other relevant stakeholders.	3 weeks	60 %
Deliver pieces of training of Trainers for Community-Based Extension Workers (CBEWs) and local partners in the project area (1 in West Nile and 1 in mid-western Uganda)		
Develop an annual work plan on mentoring the CBEWs as they provide extension services in the field		

**C. Consultancy to develop a simple well-illustrated reference training guide for Environmental and climate change awareness and conduct pieces of training on the use**

**Brief Introduction**

The project recognizes the value of local governments (LGs), Non-Governmental Organizations (NGOs), and Community Based Organizations (CBOs) to raise local people's awareness on several issues. As such, WCS is seeking a consultant to develop a simple well-illustrated reference training guide/manual for Environmental and climate change awareness and conduct pieces of training on the use by relevant staff of local governments (LGs), Non-Governmental Organizations (NGOs), and Community Based Organizations (CBOs). It is envisaged that if the above constituents are trained and assisted to train local

communities in the project area, there will be sufficient capacity for effective uptake of climate change and environmental degradation mitigation measures.

**Duties and Responsibilities**

Reporting to WCS Project Coordinator, the consultant will carry out the following duties and responsibilities:

- Conduct literature review of existing manuals on Environmental degradation and mitigation measures, climate change, and its mitigation and adaptation measures to update and supplement the development process;
- Work with an illustrator to have the training guide/manual well illustrated with visual training aids;
- Develop a simple well-illustrated reference training guide/manual that will be used across the project area and beyond;
- Facilitate a consultative meeting with the project partners, and other relevant staff to provide feedback and certify the draft training manual;
- Deliver a Training of Trainers for the relevant staff from local governments (LGs), Non-Governmental Organisations (NGOs), and Community Based Organisations (CBOs) within the project area;
- Deliver a specialized Training of Trainers for the Community-Based Extension Workers (CBEWs) within the project area on the use of the reference manual.

**Deliverables:**

- A simple training manual to facilitate training and awareness-raising for communities in the project area;
- Training of local partners and CBEWs on the use of the training manual carried out.

**Qualifications, Skills, and Competencies required:**

The consultant will have:

- a) At least a master's degree in the fields of environmental management, forestry, natural resource management, climate change, rural development, or closely related fields;
- b) At least 10 years of experience participating in the development sector preferably in the fields of forestry and agricultural extension or closely related fields;
- c) Evident experience in developing high-quality training manuals specifically in the rural development sector;
- d) Experience in delivering pieces of training to both literate and semi-literate local peoples;
- e) Excellent verbal communication, as well as documentation and good report writing skills;
- f) Knowledge of policies and legal frameworks on environmental management, climate change, and natural resource management.

**Proposed tentative work and payment plan:**

Activities/deliverables	Estimated time	Payment proposals
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Conduct literature review of existing manuals on Environmental degradation and mitigation measures, climate change, and its mitigation and adaptation measures to update and supplement the development process;	3 weeks	10%
Collaborate with an illustrator to have the training guide/manual well illustrated with visual training aids.		
Develop a draft simple well-illustrated reference training guide/manual	4 weeks	30%
Facilitate a consultative meeting with the project partners, and other relevant staff to provide feedback and certify the draft training manual		
Work on the training manual to incorporate comments received from the project partners and other relevant stakeholders.	3 weeks	60 %
Deliver a Training of Trainers for the relevant staff from local governments (LGs), Non-Governmental Organizations (NGOs), and Community Based Organizations (CBOs) within the project area (1 in West Nile and 1 in mid-western Uganda)		
Deliver a specialized Training of Trainers for the Community-Based Extension Workers (CBEWs) within the project area on the use of the reference manual.		

### **Submission**

The deadline for submission is Friday 22<sup>nd</sup> October 2021, at 5:00 pm Ugandan time.

#### **a) For Community-Based Extension Workers (CBEWs) positions:**

Interested individuals, please send your application letter and Curriculum vitae (we entertain even handwritten ones) with a subject line "Community-Based Extension Workers (CBEWs)+Cluster you're interested in) to [wcsuganda@wcs.org](mailto:wcsuganda@wcs.org) and [mnyago@wcs.org](mailto:mnyago@wcs.org), or hand-deliver it to the National Forestry Authority (NFA) range office in Arua city to the attention of Simon the project officer west Nile or hand-deliver it to our regional office in Hoima city to the attention of Michael the project officer mid-western Uganda.

#### **b) For consultancy opportunities:**

Interested qualified and experienced individuals should send their application documents i.e. an expression of interest letter, and technical and financial proposals with Curriculum vitae (s) to [wcsuganda@wcs.org](mailto:wcsuganda@wcs.org) and a copy to [mnyago@wcs.org](mailto:mnyago@wcs.org).