JOB DESCRIPTION

Position: Senior Marine Officer
Reports to: Quirimbas Biosphere Reserve Program Manager
Supervises: Marine Officer
Location: Cabo Delgado Province, Quirimbas Biosphere Reserve, with travels and visits outside
Duration of assignment: 1 year
Grade: B1/49

I. BACKGROUND

The Mozambique coastline is about 2740 km long and it has relatively pristine and highly diverse ecosystem. The major coastline include coral reefs, seagrasses beds, mangroves, estuaries, and wetland that support a diversity of species. Mozambique owns nine out of twenty-one sites of recognised ecologically importance in the Eastern Africa Region, according to WWF classification. The marine and coastal habitat of Mozambique hosts endangered species such as dugongs, marine turtles, marine mammals and migratory birds. The coastline and marine ecosystems sustain natural resources that underpin the economy of the country and are the means of subsistence for coastal communities. About 40% of the population of Mozambique live in coastal zone and attains their living from natural resources. The major threats to the biological diversity in Mozambique are natural as well as anthropogenic in nature. Natural factors include extreme droughts and floods, cyclones and El ñino events. The demand for alleviation of poverty, coupled with the population growth, increases pressure on natural resources and associated ecosystems, leading to a decline in biodiversity. The most overexploited resources are the fisheries and mangroves.

WWF Mozambique’s (MCO) vision is that “Natural capital is well maintained and thriving, ensuring sustainable and equitable development for the wellbeing of the people of Mozambique”. This vision is intended to be achieved through for conservation goals on governance, the Rovuma landscape, the Zambezi landscape, and the Mozambique seascape. The Mozambique seascape strategy goal is that by 2020, priority costal and marine habitats and species populations are at least maintained at 2015 levels of recovering. Three main sub-strategies are identified to achieve this, namely: (a) reducing the negative impacts from commercial and artisanal fisheries; (b) ensuring that priority habitat and coastal communities are resilient and better adapted to climate change impacts; (c) building civil society capacity and knowledge to apply the precautionary approach to extractive industry development in marine and costal areas. The scope for the seascape work included three specific geographical areas of focus for activities and impact, precisely, Quirimbas Biosphere Reserve (QBR), the Primeiras and Segundas Environmental Protected Area, and the Sofala Bank fishing grounds.
The seascape team uses the principles and framework of Ecosystem-based management (EBM) as its overall approach. This integrated and holistic way of working ensures that an essential building block towards ecosystem-based marine and coastal resource management, and integration of these strategies reduces competition and conflicts among objectives and conflicts, ultimately working towards a comprehensive ocean and coastal management system at multiple scales.

Around the geographical area of WWF Mozambique’s seascape, the priority activities, intended outcomes, and monitoring priorities were determined based on major pressures (direct threats) and drivers (indirect threats) that face Mozambique’s coastal and marine environment, as follows:

- Climate change (included sea level rise, sea and air temperature rise, and extreme events)
- Unsustainable fishing (included pressures related to commercial and artisanal overfishing, illegal fishing, and high bycatch)
- Extractive industry impacts (including both, mining, oil and gas prospecting, infrastructure development and extractive activities, which result in environmentally harmful residues, fuel and oil spills, and noise pollution)

II. MAJOR FUNCTIONS

WWF MCO is seeking to recruit an experienced, enthusiastic and effective senior marine officers who will be responsible for management and implementation of seascape activities at the field level, towards a common WWF vision and objectives and supervise the field based staff and be responsible for the performance for field staff. In particular, the senior marine officer will be based in Ibo Island. He/she will:

- Design, plan and implement seascape related activities of the WWF- Mozambique Country Office (WWF-MCO) and ensure that the implemented activities are aligned with seascape sub-strategies in collaboration and coordination with Program Manager and Seascape Coordinator
- Provides seascape-related advice and ensures synergies and collaboration between the seascape and landscape programmes, as well as Governance, as appropriate
- Works closely with the seascape staff from WWF for delivery of projects being implemented in Mozambique
- Supports the implementation of the WWF Mozambique seascape strategy, ensuring its on-going alignment with National priorities and with other WWF regional and thematic priorities and focus according to the Global Oceans Practices ensuring strong delivery on the WWF MCO conservation
- Collaborates with all stakeholders and partners at national, regional and international levels, providing technical assistance as required, in accordance with WWF policies, procedures and standards.

III. DUTIES AND RESPONSIBILITIES

a) Implementation of WWF MCO Seascape Projects (80%)
- Implement seascape projects activities at the field level and contribute to annual planning and reporting processes of the seascape unit including preparing annual workplans with clear objectives and achievement benchmarks, long–term and short-term priorities, implementation timelines, financial projections and tools evaluation-all of those tools being drawn from WWF standards and tool
- Oversee administrative and financial management of projects including monitoring spending versus budgets, in collaboration with finance and administrative department
- Promote enabling environment at the local, district and provincial level, including strengthening Civil Society Organizations (CSOs), Community Based Organizations (CBO), local government, associations and communities, and supporting the development and implementation of technical tools for their performance improvement
- Provide technical backstopping to the granted Community Based Organization (CBO), Civil Society Organizations (CSOs) and other local partners
- Work and engage with the government partners, donors, NGOs, civil society, local communities and others in the WWF
- Develop and disseminate training materials, coordinate and facilitate local training;
- Manage, support and monitor research studies, baseline studies, data collection, monitoring system (Management Oriented Monitoring System-MOMS) consultancies assignments and ensure delivery of results
- Support CSOs forums or platforms, in which WWF is a party in marine, coastal and environment issues
- In coordination with Marine Officer/Program Manager/Seascape Coordinator and other marine staff, reviewing projects proposals/budgets prior to submission to donors to ensure that they are aligned with WWF project and Programme Management Standards (PPMS)
- Disseminate results to inform decision and policy making process on marine conservation and environmental protection
- Engage with relevant external experts and within the WWF Network to gather information to develop and implement his/her tasks effectively including participating in related Practices (Oceans, Climate and Energy Practices, etc)
- Participate in relevant seascape and conservation team meetings, conferences and workshops in the country and region, and develop papers, reports, posters and presentations where necessary
- The incumbent will be responsible for effective monitoring of the level of implementation of field activities, give support the audits, donors field visits, mid-term review (MTR) and other evaluation exercises as appropriate, as well as preparation of substantive, financial and other reports; and
- Ensure the incorporation of and compliance with WWF’s environmental and Social Safeguards framework (ESSF) in the conceptualization, design, implementation, monitoring and closure of projects within his/her responsibility.

b) Monitoring, Evaluation, Reporting and learning (15%)

- Ensure adequate documentation (including lessons learnt and best practices) of relevant implemented activities
- Coordinate knowledge/learning exchange experience with relevant partners
- Lead continuous observation, reflection, learning, iteration, adaptation and quality improvement process to identify the most salient problems and design appropriate
responses, ensuring the highest quality possible of the seascape program in close collaboration with the M&E Manager and implementation partners

- Ensure timely technical reporting to donors and WWF MCO Senior Management Team, and all relevant parts of the WWF Network, as required and according to agreed standards
- Coordinate with the IT Officer to ensure that the latter posts all technical reports and other relevant documents onto the WWF Project Database and website
- Work closely with the MCO communication Manager to publish regularly the results of work done in relation to seascape initiatives
- Develop communication materials on seascape projects.

c) Dialogue and Representation (5%)

- Represent WWF MCO at various levels including meetings at local, provincial, national and regional levels on issues directly related to seascape as appropriated
- Support the successful planning and implementation of field visits for WWF and other stakeholders related to his/her scope work
- Establish synergies with ongoing initiatives in Mozambique and region on seascape initiatives and other conservation sectors or themes

d) Other duties and responsibilities

- Perform other related duties as may be assigned by the WWF-MCO Country Director, Conservation Manager, Seascape Coordinator, Landscape Coordinator or Programmes Managers for the smooth and efficient implementation of the MCO conservation program.

IV. PROFILE

Required Qualifications:

- Master degree in an appropriated field related to marine or other areas (Marine Biology, conservation/environment/natural resource management/marine/costal). Diploma in the above field, in combination with two additional years of qualifying work experience maybe be accepted in lieu of bachelor degree
- At least 5 years of experience working on marine and costal related issues, leading, developing and managing projects or other relevant field in Mozambique or region.

Required Skills and Competencies:

- Demonstrated experience in developing and implementing seascape projects
- Knowledge on community management of natural resources and specifically sustainability aspects of fisheries co-management, livelihoods and inter-institutional relationship
- Knowledge of the institutional and legal framework of the environment and conservation in Mozambique, as well as of relevant policy issues
- Strong skills in project planning, financing, management, implementation, and evaluation
Experience with multi-disciplinary environment teams (Government, NGO’s, Donors, Civil Society), would be a strong asset

Proven leadership skills

Excellent Portuguese and English communication skills (oral and written)

Excellent inter-personal skills, including the ability to develop and maintain strong relationships at all levels, including with local communities, government agencies, and the scientific community

Excellent understanding of risk based approaches to managing projects and programs;

Adheres to WWF’s values, which are: Passionate & Optimistic, Challenging & Inspiring, Credible & Accountable, and Persevering & Delivering Results

Adheres to WWF’s behaviours, which are: Strive for Impact, Listen Deeply, Collaborate Openly, and Innovate Fearlessly.

V. WORKING RELATIONSHIPS

Internal: Interacts and works closely and on a regular basis with project implementation personnel in general, and Program Managers in particular, both in Maputo and in the field. Coordinates and as appropriate with members of Seascape team and WWF Africa, WWF International, and other WWF Network staff.

External: Interacts with governmental institutions (national, regional and international), non-governmental organisations, academic institutions, the media, donors, specialists / consultants, and other stakeholders.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organizational needs.

Prepared by ……………………………………………….. Date: ……………………………..  
Program Manager
Reviewed by: ……………………………………………..Date: ……………………………..  
Seascape Coordinator
Reviewed by: ……………………………………………..Date: ……………………………..  
Conservation Manager
Accepted by Staff member: ……………………………………Date: ……………………………..