



JOB ADVERTISEMENT

Position: Project Officer – Natural Resource Management (2 positions)

Job Location: PACIDA Marsabit / Samburu Office

Anticipated Start Date: Immediately

Duration: One year with possibility of extension

Organizational Background

The Pastoralist Community Initiative and Development Assistance (PACIDA) is a regional NGO committed to linking emergency, rehabilitation and development in pursue of sustainable community development. PACIDA works with marginalized pastoralist and agro-pastoralist populations in the arid and semi-arid areas in Kenya and Southern Ethiopia to end poverty and hunger and provide sustainable durable solutions to the challenges affecting the vulnerable communities. PACIDA respects strict political and religious impartiality and operates according to principles of nondiscrimination and transparency.

Our interventions seek to cover the multiple aspects of humanitarian and development through a contextualized multidisciplinary approach. Adopting a community-based approach, PACIDA works towards ensuring that the poorest and most vulnerable communities have access to the fundamental rights of life, including but not limited to Water, Sanitation and Hygiene (WaSH), Sustainable Livelihoods, Peace and Governance, Education, Health and Nutrition and Disaster Risk Reduction and Climate Change and Adaptations.

In order to fulfill its mandate, PACIDA is looking for professionally confident, self-motivated, experienced and committed team player to fill the position of **Program Officer – NRM / Agroecology**.

Based in Marsabit / Samburu and reporting to the Program Manager / Senior Project Officer. The incumbent's **duties and responsibilities** will include but not limited to:

Key Responsibilities:

1. Effective Technical Program Design, Planning, and Implementation:

- Provide expert knowledge and guidance on water for productive use (WfPU) activities, integrating sustainable farming practices into the PACIDA program.
- Collaborate with the PACIDA team to develop, pilot, and implement agroecology and sustainable food system solutions that enhance agricultural production.
- Conduct or facilitate training workshops for stakeholders, including Water Resource User Associations (WRUAs), farmers and community members, on topics like efficient water use, climate-smart water technologies, and agroecological practices.
- Support the implementation of Sustainable land management conservation and biodiversity programs
- Support implementation of PACIDA's programs with a focus on sustainable land and water management and biodiversity and conservation.

- Train partners, selected groups, and community members on recommended focal areas such as Sustainable Land and Water Management, Rangeland Management, Climate Smart Agriculture, tree growing, enrichment tree growing, soil and water conservation, advocacy, and policy influence.
- Contribute to effective and timely implementation of all NRM / Agroecology landscape level interventions and initiatives with communities and partners.
- Provide technical support and supervision to Community-Based Structures and conduct on site ecosystem restoration training for community structures (CFAs, Conservancies, NRM Committees, Grazing Committees etc.) and ensure ecosystem restoration and management objectives are met.
- Collaborate with the local administration to conduct community mobilization and awareness sessions on program activities.
- Ensure that all NRM / Agroecology initiatives within the project's area of influence meet or exceed planned outcomes and are implemented in full compliance with project guidelines.
- Monitor and support the timely and appropriate utilization of budgeted resources for all NRM / Agroecology related project interventions as well as ensure effective and timely response plans to all financial audit findings
- Support Pastoralists/ agro-pastoralists/ farmers/ fisherfolks/ communities / Farmers Capacity building on alternative livelihood options
- Documentation of best practices and promising practices in NRM / Agroecology programming and organize and ecofriendly tours for learning and sharing for selected groups.

2. Project Planning, Implementation, and Monitoring

- Collaborate with Project Manager, Project M&E, and other departments to support the project in conducting measurements, surveys, designs, monitoring, and evaluations according to established standards, policies, and procedures.
- Monitor and support the timely and appropriate utilization of budgeted resources for all NRM / Agroecology related project interventions.
- Ensure effective and timely response plans to all financial audit findings.

3. Partnership, Networking, and Resource Acquisition

- Ensure representation of PACIDA in key stakeholder forums/meetings at the County and national level.
- Actively participate in County level Sector Technical Working Groups (TWGs) and relevant to policy and planning forums for ecosystem restoration.
- Support community participation in the Annual County Government's Planning and Budgeting process to influence adoption of FMNR, Rangeland Management in environment conservation, climate change policies and planning for ecosystem restoration.
- Support resource acquisition and management by developing Concepts notes and project proposals for Natural Resource Management programs /projects at the community and national level.

4. Quality Assurance, Monitoring, Reporting & Documentation

- Support program assessments, planning, implementation, monitoring & evaluation, documentation and dissemination of best practices.
- Support in developing a monitoring and evaluation framework for NRM / Agroecology activities.
- Support development and submission of program reports and core documents as per PACIDA guidelines and donor standards.
- Support development of technical papers and/or policy briefs on key issues on NRM / Agroecology for external engagement with decision makers.
- Any other duties as assigned by the PACIDA Program.

Required Profile:

- Bachelor's Degree in a relevant field from a recognized University; preferably in Agricultural/water science, agronomy, agribusiness, water resource management, Natural Resource Management, Biodiversity conservation, Environmental Science/Studies, Rangeland Management, Forestry, or Climate Change.
- Minimum of three years' experience in implementing sustainable natural resource management (SNRM), Biodiversity programs in ASAL/degraded parts of Kenya integrating livelihoods strengthening; with

demonstrable competencies in designing, planning, implementation, documenting, record-keeping and reporting;

- On job experience working with farmers, communities and multiple stakeholders on a combination of any of the following fields: Forestry, Agroforestry, Natural Resource Management, Landscape Restoration and Management, Dryland Agriculture, or Climate Smart Agriculture.
- Experience in implementing multi-sectoral projects will be an added advantage
- Experience working with NGO sector, local communities, institutions, governmental and traditional authorities in ASAL regions
- Ability to show initiative and function effectively in loosely structured, complex work environment that is constantly and rapidly changing
- Knowledge of and experience working with the Government and community-based structures.
- Experience in implementation of integrated development programs with a focus on ecosystem restoration
- Strong community engagement, communication, networking, and advocacy skills.
- Results-oriented with excellent interpersonal and leadership qualities.
- Ability to work effectively in a rapidly changing environment with minimal supervision.

Note:

The Project Officer must demonstrate initiative, effective problem-solving, and negotiation skills, and the ability to manage multiple stakeholders' demands while maintaining a strong team player attitude. Training and mentorship provision, public relations skills, and self-motivation are essential for success in this role.

Application Process

This is a challenging opportunity for a dedicated and highly motivated professional. If you would like to join this dynamic team, please submit your application to; xxx@eaglehr.co.ke, copy hr@pacida.org, quoting position in the email subject matter, by 19th April 2024 at 5.00pm.

Applications should include the following:

- An updated CV; and
- An application letter which should include cover letter, remuneration requirements and contact information for three work-related referees.

Only shortlisted candidates will be contacted for interview.

PACIDA is an equal opportunity employer. We welcome applications from people of different ethnic and social backgrounds, religions and world views, different ages and genders, and people with disabilities. Canvassing will lead to disqualification.