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JOB DESCRIPTION

Position title:	CEA-NI Climate Change Adaptation Officer
Reports to:	Head of Terrestrial Programme, Coastal East Africa Initiative
Location	Kenya, Tanzania or Mozambique to be determined with the selected candidate
Date:	April 2010

I. **Mission of the Initiative:**

The Coastal East Africa Initiative (CEA NI) is one of fourteen large-scale programmes that the WWF Network is embarking on in order to achieve transformational change by working at local, national and international scales, linking work on the ground with advocacy work and engagement.

The vision for the CEA NI is that Coastal East Africa's unique and globally significant natural resource base provides the essential goods and services that support biodiversity as well as economic development and the livelihoods of present and future generations. In order to achieve this vision, WWF will work with governments and other key partners in the region - Kenya, Tanzania and Mozambique - to implement the following strategies:

- *Strengthening natural resources governance for effective management of marine fisheries and coastal forest resources and improved effectiveness of institutions in implementation of policies and regulations*
- *Adoption of sustainable trade and investment approach with specific focus on shrimp, tuna and timber commodities*
- *Secure the remaining high value conservation areas in Coastal East Africa, through a number of initiatives, including protected areas, land use planning, REDD activities etc.*

II. **Major Functions:**

The purpose of this post is to assess social and ecological vulnerability and resilience of Coastal East Africa to climate change impacts and identify adaptation responses for the WWF Coastal East Africa regional programme (the WWF Coastal East Africa 'Network Initiative'). The post will provide strategic advice to and facilitate coordination between Coastal East Africa programme staff and partners on building resilience to climate change through capacity building; provision of technical support to develop adaptation strategies, and the development of common tools, methods and frameworks. The Climate Change Adaptation Officer will support WWF policy officers in Kenya, Tanzania and Mozambique to advocate for adaptation which respects good environmental

management to be integrated into national development policy. The post will also create linkages on adaptation with the WWF network and other external partners of relevance focusing on adaptation.

III. Major Duties and Responsibilities:

- Develops detailed workplans for the WWF Coastal East Africa Initiative in collaboration with other WWF staff in Kenya, Tanzania and Mozambique, in liaison with others working on adaptation across the WWF network
- Develops specific adaptation strategies with WWF programme staff and key partners from Kenya, Tanzania and Mozambique to ensure WWF programmes and projects are risk assessed with a climate lens; adaptation measures are mainstreamed, and robust monitoring and evaluation systems are in place
- Supports implementation of a holistic vulnerability assessment for Coastal East Africa, taking into account ecological and social systems, to identify climate change 'hot spots' and areas of 'climate refugia' which may be more resilient to climate related impacts.
- Monitors and disseminates relevant scientific developments on climate change impacts and adaptation strategies, particularly as they affect biodiversity and communities in East Africa, and disseminate best practice.
- Supports WWF policy officers in the region to build relationships with relevant government departments, supporting development of national climate change policy and adaptation strategies, and helping to ensure adaptation is mainstreamed into national development policies and at local planning level
- Act as the main focal point in WWF CEA for providing adaptation advice to field-based projects and programmes, and liaising with the WWF network
- Ensures that WWF's CEA activities on adaptation contain a significant element of lesson-learning, for example through organising regional dissemination workshops, so helping to improve sharing of best practice regionally and globally

IV. Profile:

Required Qualifications and Skills

- An advanced degree in Natural resources management and sound scientific background in climate change, natural resource management or biodiversity and/or the demonstrable ability to master complex scientific issues.
- A broad understanding of the various aspects of climate change adaptation methods, tools and frameworks.
- At least three years experience of working on climate change or related environmental issues either in an NGO or the public or private sector.
- Substantial skills and field experience of project and programme design, management, monitoring and evaluation.
- Experience of implementing and reporting on donor funded projects
- Excellent presentation, communication and facilitation skills.
- Specific expertise in certain aspects of climate change adaptation practice would be welcome, organisational change, climate change science and integration of climate change issues into the design, monitoring and evaluation of projects and programmes

- An understanding of climate change and conservation challenges for developing countries, with the ability to recognise and work with local and national level priorities to identify linkages policy and adaptation in practice.
- Cultural sensitivity and ability to respect and work well with people from different backgrounds and disciplines.
- The ability to work within complex institutional environments and across the WWF network
- Proven ability to work as part of a team, and as part of a wider network, is essential.
- The commitment and drive to achieve challenging goals; a problem-solving attitude is essential.
- A self starter with the ability to work where necessary to short deadlines

V. Working Relationships:

Internal – Reports to the NI Head of Terrestrial Programme. Works closely with the CEA-NI Leader, the CEA-NI regional implementation team (including Country Coordinators, landscape leaders, NI strategy leaders), as well as staff inside and outside the region providing support via enabling teams for key strategies, and key staff in other relevant NI teams.

External - Works closely with implementing and donor partners (bilateral and multilateral), including governmental and non-governmental representatives.

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 the Leader, CEA-NI: _____ Date: _____

Approved by Shareholder Group: _____ Date: _____

Accepted by Staff member: _____ Date: _____