TERMS OF REFERENCE

Environment and Water Resources Management Specialist

Integrated Transboundary River Basin Management for the Sustainable Development of the Limpopo River Basin

Financing Agency: Global Environment Facility (GEF)
GEF Implementing Agency: United Nations Development Agency (UNDP)
UNDP Executing Agency: Global Water Partnership Southern Africa (GWP SA)
Location: The Limpopo River Basin in Botswana, Mozambique, South Africa and Zimbabwe
Duty Station: Maputo, Mozambique
Tenure: 4 years (2 years, renewable contract) Independent Contractor

1. Background
GWPSA will implement this project in partnership with the Limpopo Watercourse Commission (LIMCOM) as the project Responsible Party. The project will be delivered in the four Members State of LIMCOM, i.e.; Botswana, Mozambique, South Africa and Zimbabwe. The Global Water Partnership (GWP) Southern Africa regional secretariat is based in Pretoria and the LIMCOM Secretariat (LIMSEC) is based in Maputo. GWP Southern Africa is currently recruiting staff who will support the execution of the project. The Environment and Water Resources Management Specialist will be based at the LIMCOM Secretariat, in Maputo.

The GWP is an intergovernmental organisation established in 1996 to support countries in their efforts to implement more equitable and sustainable management of their water resources. The network spans 13 regions with 2,400 institutional Partners in 158 countries. The global secretariat is in Stockholm, Sweden. The GWP Africa Coordination Unit is based at GWP Southern Africa in Pretoria, South Africa and coordinates GWP Africa programmes across the continent. GWPSA also hosts the GWP global theme on Climate resilience and is charged with providing strategic leadership and coordination of the implementation of the GWP global strategy on climate resilience.

2. The Integrated Transboundary River Basin Management for the Sustainable Development of the Limpopo River Basin Project
Improved water resource management, including the equitable allocation of water between upstream and downstream countries and among urban and rural users, is a challenge for the future development of the Limpopo River Basin. The UNDP-GEF project “Integrated Transboundary River Basin Management for the Sustainable Development of the Limpopo River Basin” will undertake a
suite of activities designed to strengthen joint planning, development, and management capacity and practices at the transboundary basin level. These activities include: strengthening the capacities of the LIMCOM Member States and Secretariat to support IWRM implementation at the basin level; addressing critical information gaps; developing information and knowledge management tools for policymakers and other audiences to raise awareness of critical issues in the river basin; developing a Transboundary Diagnostic Analysis and Strategic Action Programme to support joint management; implementing pilot Sustainable Land Management (SLM) activities with the aim of reducing land degradation, and supporting knowledge and information exchange with other RBOs to support the effective and efficient delivery of project results.

3. Environment and Water Resources Management Specialist

The Environment and Water Resources Management Specialist will be generally responsible for the development/management of LIMCOM’s Water and Environment Programme, the strengthening of LIMCOM’s IWRM capacities, and the development of a bankable portfolio of water projects. Specific duties and responsibilities will include:

- Supporting contracted experts in strengthening the technical capacity of LIMCOM and the Member States (through establishing new or strengthening existing Water Resources, Groundwater and Flood Forecasting Task Team or Committees) for overseeing the management of the entire water cycle in the Limpopo River Basin
- Supporting contracted experts in the development of extension services that promote capacity building at the grassroots level for women and youth
- Supporting national government partners in identifying sites to establish additional environmental flows assessments and monitoring in the basin; agreement on key e-flow parameters to be measured, and overseeing the e-flow assessments at the sites
- Supporting contracted experts in developing future water resources development scenarios
- Supporting national government partners in developing a strategy for establishing joint monitoring frameworks
- Providing oversight to contracted NGOs and/or other partners responsible for the implementation of sustainable land management pilot projects, including linking the pilot site activities on sustainable land management with sedimentation modelling and monitoring
- Taking lead responsibility for monitoring & evaluation of the GEF-supported project, as well as other LIMSEC programs and projects, including:
  - Overseeing and ensuring implementation of the project’s M&E plan
  - Monitoring ecosystem and/or socioeconomic changes targeted in the project’s Results Framework (i.e. tracking progress on stress reduction indicators and socioeconomic and environmental status indicators) and supporting the monitoring of ecosystem and socioeconomic status changes that result from the implementation of the LIMCOM IWRM plan and other various relevant activities in the basin at national, local levels
  - Ensuring that results-based monitoring is fully integrated into all on-the-ground activities financed by the project
  - Ensuring that risk monitoring and the various plans/strategies developed to support project implementation (e.g., gender strategy, knowledge management strategy, etc.) occur regularly
  - Monitoring project progress and participating in the production of progress reports, ensuring that they meet the necessary reporting requirements and standards
- Ensuring the project’s M&E meets the requirements of the 4 Governments, the UNDP Country Office, and UNDP-GEF; developing project-specific M&E tools as necessary
- Overseeing and guiding the design of surveys/assessments commissioned for monitoring and evaluating project results
- Facilitating mid-term and terminal evaluations of the project; including management responses
- Facilitating annual reviews of the project and producing analytical reports from these annual reviews, including learning and other knowledge management products
- Supporting project site M&E and learning missions

4. Required Skills and Experience

**Education:**

- Post Graduate Degree in Civil Engineering, Natural Resource Management, Environmental Science, Land Management, Agriculture, Rural Development, Hydrology or other related fields.

**Experience:**

- At least 7 years of experience in natural resource management (preferably in the context of transboundary river basin management/water resource issues (or justification for less experience);
- Working experience in the provision of advisory technical support with ministries, and national or provincial institutions concerned with natural resource management and environmental protection is a plus.
- Good knowledge of transboundary water governance.
- Experience working with stakeholders to promote sustainability and environmental awareness among diverse audiences;
- Excellent communication skills (oral and written);
- Demonstrated experience managing multi-disciplinary and/or cross-sectoral technical teams;
- Experience in implementing UN or GEF-funded projects is a distinctive advantage.

**Language Requirements:**

- Proficiency in English is required (oral and written), with proficiency in Portuguese an asset

5. Competencies

- Familiarity with international environmental conventions such as climate change, biodiversity, desertification, etc.
- Strong knowledge about the political and socio-economic context of the Limpopo River Basin, environmental governance and the institutional capacity requirements thereof, and biodiversity conservation at national and state levels;
• Analytical judgment and experience in scientific research, practical work and analytical paper writing in the area of natural resources management, particularly in planning and using land and water resources;

• Good management, coordination and organization of technical teams to facilitate the production of quality outputs in a timely manner;

• Ability to work both independently and collaboratively as a member of a team to produce quality outputs in a timely manner;

• Exceptional presentation, reporting and facilitation skills;

• Knowledge of GEF and UNDP-funded projects and their M&E requirements;

• Experience in project development, management and reporting;

• Results-orientation, cross-cultural communication abilities and ability to work in teams;

• Ability to multi-task, prioritize and work under pressure;

6. Additional Information
• Applicant must be willing and able to travel as needed.

7. Applications
• Candidates should submit an application package in English through the online application system and not via email, including a cover letter (with salary history and requirements), and a minimum of three references via https://gwpsanpc.bamboohr.com/careers/75

• Only short-listed candidates will be contacted within 4 weeks after the application deadline.

• Qualified female candidates are strongly encouraged to apply.

• Questions can be directed to mark.naidoo@gwpsaf.org

• Deadline: 18th November 2022 – 00:00 (midnight) Pretoria