



**Namibia Nature Foundation  
Community Conservation Fisheries in KAZA Project  
Vacancy announcement**



## **Teamleader Fisheries**

The Namibia Nature Foundation is looking to appoint a team leader for the EU-funded project “Community Conservation Fisheries in KAZA” with immediate effect. The project has started in January 2012 and is anticipated to end in June 2018 with a potential extension to December 2018. Funding for the extension is subject to approval by the donor.

### **A. Overall Objective**

The overall objective of the project is to contribute to improved food security in the KAZA area, particularly for women, children and the rural poor through improved fisheries management, through the establishment of community-based, sustainable management systems for riverine/floodplain fisheries in the river basins of the project area.

Results that are to be achieved (and partly have been achieved already) under this project include to

- Establish effective communication channels (network platforms) between all stakeholders, local, national and particularly international.
- Build capacity in fisheries management, particularly at local community level but also at local government level and in fisheries departments at national level.
- Support improved aquatic habitat and fishery resulting from establishment of network of Fish Protection Areas and elimination of environmentally damaging fishing methods.
- Advocate for harmonised fisheries legislation empowering local communities to manage own fisheries resources.
- Establish fish ranching established in existing natural water bodies.

The main focus during the remaining time frame until June 2018 is to

- Roll-out lessons learnt to other communities
- Establish more Fish Protection Areas jointly with local communities
- Standardise current practices for improved community fisheries management
- Expand the work in Zambia and Botswana
- Harmonise legislation in the partner countries for improved fisheries

The Project Executant will be full-time involved in the project and will be stationed in Katima Mulilo with the following tasks:

## Key duties and responsibilities

Responsibilities/ results	Tasks/ Activities
Coordination of all activities of the project	<ul style="list-style-type: none"> <li>• Responsible for coordinating all aspects of the project.</li> <li>• Responsible for delivering the required outputs and outcomes of the project as contained in the proposal,</li> <li>• responsible for implementing the work plan.</li> <li>• Provide project oversight, respond to evolving situations, be pro-active and innovative and ensure that the project develops in the right direction and optimises opportunities that arise during its implementation.</li> </ul>
Collaborate with relevant partners in the region	<ul style="list-style-type: none"> <li>• Work in close collaboration with the Ministry of Fisheries and Marine Resources in Namibia and the respective Ministries in Zambia and Botswana; work with project staff involved as well as those from neighbouring countries.</li> <li>• Work in close collaboration with and support to target fishing communities, their Traditional Authorities and elected Councillors.</li> <li>• Liaise with other line Ministries (in Namibia, Botswana and Zambia) and relevant NGO's as may be appropriate to help achieve the project objectives.</li> <li>• Work in close collaboration with the KAZA secretariat in Kasane, Botswana</li> <li>• Liaise with NNF project staff in region as needs arise</li> </ul>
Supervision of all project staff members	<ul style="list-style-type: none"> <li>• Supervise project coordinators, fish development officers and market monitors</li> <li>• Develop monthly workplans and reports with staff members</li> <li>• Manage staff members' advance claims and reconciliations of funds</li> <li>• Provide technical and practical guidelines</li> <li>• Sign off monthly timesheets and leave of staff members</li> </ul>
Capacity building	<ul style="list-style-type: none"> <li>• Develop training and communication material as appropriate</li> <li>• Provide training to local communities, partner organisations, NGOs as required</li> <li>• Provide mentoring and coaching for relevant partners after trainings in order to sustain the impact</li> </ul>
Reporting	<ul style="list-style-type: none"> <li>• Submit monthly technical reports to the Head of projects with detailed information about progress and challenges</li> <li>• Produce quarterly and annual reports (reporting against the objectives as set out in the project proposal), review reports as need arise;</li> </ul>
Accounting	<ul style="list-style-type: none"> <li>• Be responsible and accountable for the project budget and expenses.</li> <li>• Manage project funds in order to achieve the anticipated execution rate of budget expenses</li> <li>• Account monthly for advances received to facilitate fieldwork with the Finance department according to</li> </ul>

	established NNF procedures.
Other tasks	<ul style="list-style-type: none"> <li>• Undertaking other duties and tasks as delegated by the Head of Project or the Director.</li> <li>• Undertaking any tasks or duties, at own initiative or upon request, that will contribute to the smooth-running and efficiency of the NNF project and the fulfilment of its mission;</li> <li>• Maintaining a productive, supportive relationship with NNF colleagues and project partners.</li> <li>• Address necessary capacity building and training needs.</li> <li>• Report on activities and progress to the technical advisory committee.</li> </ul>

**B. Desired qualifications and experience:**

The person must have:

- a) Minimum Master's degree (preferably PhD) in
  - Fisheries/ Ichthyology or Natural Resource /Environmental Management with a proven track record in community based natural resource management work, or a
  - Social Sciences with a proven track record in Fisheries/Ichthyology
- b) Minimum 10 years of experience in project administration, management and implementation
- c) extensive experience in working with rural communities on institutional development work,
- d) experience in working with donors (especially with the EU)
- e) experience in working with government agencies,
- f) experience in transboundary issues,
- g) excellent people, leadership and communication skills,
- h) excellent command in English as well as writing and reporting skills.
- i) Knowledge of community/village/conservancy structure and organisation and proven experience and ability in working in community relations in rural parts of Zambezi Region, Namibia.
- j) Enthusiasm for fieldwork
- k) Drivers licence

**C. Submission of Application**

Interested candidates should apply in person to the NNF Office in Windhoek

Namibia Nature Foundation  
 Irene Brendell  
 Frans-Indongo Street 76-78  
 P O Box 245  
 Windhoek  
 Irene@nnf.org.na

Candidates should submit their CV with a covering letter that clearly states how their skills and experience meet the requirements of the position. References should be included as well as copies of certificates. Applications must be submitted by 06 June 2017. Only short-listed candidates will be contacted.

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