



TERMS OF REFERENCE

PROJECT MANAGER: SUSTAINABLE FISHERIES CO-MANAGEMENT IN LOWER ZAMBEZI

BACKGROUND

The Lower Zambezi fishery supports the livelihoods and food security of over 3 300 households along the Zambezi river. It includes subsistence, artisanal and tourism fishing activities that provide income and employment for local Zambians. However, the fishery is threatened by unsustainable and unregulated fishing practices, conflicting interests of resource users, increasing riverfront development, and climate change impacts on biodiversity and food security. CLZ's Fisheries Management Programme aims to improve the co-management of the fishery by facilitating the establishment of a Fisheries Management Area, conducting community-based fisheries monitoring, negotiating conservation agreements among stakeholders, and promoting nature friendly community enterprises for alternative livelihoods. The project is part of Conservation International's Pro Nature Enterprises for the people of Southern Africa project, co-funded by AFD, and partners with Department of Fisheries, DNPW, Chiawa Community Resources Board, Village Fisheries Management Committees, fishers, and other stakeholders on various fisheries initiatives. The project started in 2022 and will run for four years.

SCOPE OF WORK

The project manager will take over management of the project from the outgoing project manager and be responsible for the following tasks:

- Supervise a team of eleven, including a Fisheries Liaison Officer, a Community and enterprise Development Officer and one attached officer from Department of Fisheries, Chirundu and eight Community Fisheries Monitors.
- Plan, implement, and supervise the project activities, such as fisheries monitoring, conservation agreements, community enterprises, and stakeholder engagement.
- Manage the project budget and ensure compliance with donor and CLZ policies and procedures.
- Coordinate with other project partners, such as Conservation International, Department of Fisheries, DNPW, Chiawa Community Resources Board, Village Fisheries Management Committees, fishers, and other stakeholders.
- Monitor and evaluate the project performance and impact using appropriate indicators and tools.
- Prepare and submit regular and timely reports to CLZ management and donors.
- Represent CLZ and the project in relevant meetings, workshops, and events.
- Support CLZ's fundraising and communication efforts related to the project.
- Perform any other duties as assigned by CLZ management.

QUALIFICATIONS

The project manager must have a tertiary qualification (post graduate degree preferred) in environmental science, fisheries management, or related field, five years of conservation project management experience, preferably in fisheries, excellent English communication skills, and a good knowledge of Zambia's socio-economic and environmental situation in fisheries. They must be fit and ready to live in the Lower Zambezi Valley, with some field work in remote areas by 4 x 4 or boat. A valid driver's license is required and a Launchmaster Certificate is preferred.

DELIVERABLES AND TIMELINE

The project manager will deliver:

- A revised workplan and budget review in the first month
- Monthly financial reports
- Quarterly progress reports to CLZ management, donors and partner CI, with quarterly budget projections and Monitoring Framework updates
- Quarterly project Steering Committee meeting attendance (online or in person)
- A final evaluation report by the end of year 2

The project manager's performance will be based on the quality, timeliness, and impact of these deliverables, an annual review (CLZ) and feedback from the project team.

TERMS AND CONDITIONS

The Project Manager's contract will last for two years, from January 2024 to December 2025. The Project Manager must work full-time on the project and live in the Lower Zambezi (Chirundu or nearby) with occasional trips to Lusaka and other countries.

Remuneration will be discussed upon successful application





JOB OPPORTUNITY: SUSTAINABLE FISHERIES CO-MANAGEMENT IN LOWER ZAMBEZI

Job Title: Project Manager

Location: Lower Zambezi (Chirundu and surrounds)

Salary: Competitive

Contract: Full-time, 2 years

About the role

We are looking for a **passionate and dedicated Project Manager** to join our team in Lower Zambezi. The successful candidate will be responsible for managing our Fisheries Management Programme, which aims to **enhance the co-management of the Lower Zambezi fishery** by facilitating the establishment of a Fisheries Management Area, conducting community-based fisheries monitoring, negotiating conservation agreements among stakeholders, and promoting nature-friendly community enterprises for alternative livelihoods.

Key responsibilities

- **Lead a team of eleven**, including a Fisheries Liaison Officer, A Community & Enterprise Development Officer, one attached officer from Department of Fisheries, Chirundu, and 8 Community Fisheries Monitors
- **Plan, implement, and supervise the project activities**, such as fisheries monitoring, conservation agreements, community enterprises, and stakeholder engagement with creativity and innovation..
- **Manage the project budget with efficiency and effectiveness** and ensure compliance with donor and CLZ policies and procedures.
- **Coordinate with other project partners**, such as Conservation International, Department of Fisheries, DNPW, Chiawa Community Resources Board, Village Fisheries Management Committees, fishers, and other stakeholders.

Requirements

- Tertiary qualification in environmental science or related field
- At least 5 years of experience in project management
- Experience in fisheries management or related field
- Excellent communication and interpersonal skills
- Strong leadership and team management skills
- Ability to work independently and as part of a team
- Knowledge of conservation issues in Zambia

Application Process

Only candidates who meet the specified requirements should apply with their detailed Curriculum Vitae of not more than three pages, a cover letter, and the names and email addresses of three contactable references. In your cover letter, please explain why you feel you should be considered for this post, highlighting your relevant skills, knowledge and experience and how they meet the requirements of the role profile.

Applications to be emailed to: info@conservationlowerzambezi.org.

Please use the subject line: Application: Fisheries Project Manager

Closing date: 10 September 2023.

No applications will be accepted after this closing date. Only shortlisted candidates will be contacted.