



TERMS OF REFERENCE

ENTERPRISE DEVELOPMENT SPECIALIST: 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 Enterprise Development Specialist will be responsible for the following tasks:

- Support development of Conservation Agreements and ensure all parties abide by the terms of such agreements.
- Development of business enterprise using Conservation Agreements model in the Lower Zambezi.
- Promote community diversification of sources of income model through nature friendly enterprises.
- Develop community-based business enterprises that attract affordable capital needed at various stages along their growth trajectory.
- Equip communities to become strong business partners for the private sector and other actors in the local economy.
- Support market linkage and access for communities.
- Support administration and financial requirements.

QUALIFICATIONS

The Enterprise Development Specialist must have a tertiary qualification (post graduate degree preferred) in agribusiness, entrepreneurship, business development, environmental science, or related field, five years' experience of enterprise development, programing and management, excellent English communication skills, and a good knowledge of Zambia's socio-economic nature friendly enterprises. They must be fit and ready to work and 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 Enterprise Development Specialist will deliver:

- Development of viable enterprises in Chiawa GMA
- Development of conservation agreements among communities of Chiawa, tourist operators, commercial sector, government and others.
- Monthly and quarterly progress reports, quarterly budget projections on enterprise development and Monitoring Framework updates.
- The Enterprise Development Specialist's performance will be based on the quality, timeliness, and impact of these deliverables, a bi-annual review (CLZ) and feedback from line manager.

TERMS AND CONDITIONS

The Enterprise Development Specialist's contract will last until the end December 2025. The Enterprise Development Specialist 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.

PRO NATURE ENTERPRISES FOR THE PEOPLE OF SOUTHERN AFRICA PROJECT SUSTAINABLE FISHERIES CO MANAGEMENT IN LOWER ZAMBEZI



FONDS FRANÇAIS POUR
L'ENVIRONNEMENT MONDIAL

CONSERVATION
INTERNATIONAL





JOB OPPORTUNITY: SUSTAINABLE FISHERIES CO-MANAGEMENT IN LOWER ZAMBEZI

Job Title: Enterprise Development Specialist

Reports to: 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 Enterprise Development Specialist** to join our team in Lower Zambezi. The successful candidate will be responsible for managing our Enterprise Development on the Fisheries Management Programme, which aims to **enhance the co-management of the Lower Zambezi fishery** by facilitating conservation agreements among stakeholders, and promoting nature-friendly community enterprises for alternative livelihoods.

Key responsibilities

- Support development of Conservation Agreements and ensure all parties abide by the terms of such agreements.
- Development of business enterprise using Conservation Agreements model in the lower Zambezi.
- Promote community diversification of sources of income model through nature friendly enterprises.
- Develop a community-based business enterprises that attract affordable capital needed at various stages along their growth trajectory.
- Equip communities to become strong business partners for the private sector and other actors in the local economy.
- Support market linkage and access for communities.
- Ad-hoc project responsibilities including but not limited to – financial management and administration, report writing, workplan development etc.

Requirements

- Tertiary qualification (post graduate degree preferred) in agribusiness, entrepreneurship, environmental science, or related field,
- Five years' experience of enterprise development, programing, and management,
- Excellent communication and interpersonal skills.
- Experience and good knowledge of Zambia's socio-economic nature friendly enterprise.
- 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 one-page 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: davy@conservationlowerzambezi.org.

Please use the subject line: Application: Enterprise Development Specialist

Closing date: 7th February 2024.

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