

ADSWAC PROJECT

RESILIENCE BUILDING AS CLIMATE CHANGE ADAPTATION IN DROUGHT-STRUCK SOUTH-WESTERN AFRICAN COMMUNITIES

ANGOLA AND NAMIBIA

TERMS OF REFERENCE

REGIONAL COORDINATOR

1. Introduction	2
2. Project Information.....	2
3. Description of the Regional Coordinator Position	4
Overall Tasks and Responsibilities	4
Specific Tasks	6
Specific Deliverables	Erro! Marcador não definido.
4. Reporting.....	6
5. Required Experience and Qualifications.....	6
6. Remuneration	7
7. Contract Duration	7
8. Work Station	7
9. Application process.....	7
10. Annexes.....	7

1. Introduction

Angola and Namibia are experiencing severe food and water insecurity due to high drought occurrence. Increasing temperatures and rainfall variability have led to more frequent occurrences of floods and droughts resulting in negative effects for populations and ecosystems. The climate change (CC) impacts that both Angola and Namibia are experiencing are significant and include changing weather patterns, drops/rises in water levels, and increased frequency of extreme weather events such as droughts and floods, whose socio-economic repercussions are making communities even more vulnerable.

The transboundary area of Cuando-Cubango and Kavango faces environmental stress in meeting the livelihood needs of the increasing human population leading to food insecurity; water pollution from fertilizer and pesticide application upstream along the Cuito, Cubango and Okavango rivers; soil erosion and siltation of rivers; unsustainable subsistence fishing; uncontrolled harvesting of forest resources for timber, charcoal and fuelwood energy causing deforestation with minimal replanting; and uncontrolled anthropogenic fires. Under projected CC in the two countries, it is inevitable that such environmental stresses render the communities in the transboundary area highly vulnerable to floods and droughts. Human land use activities such as crop and livestock farming are increasingly placing the river basin under environmental stress, raising concerns about its future sustainability. The long-term fate of the Cubango-Okavango Basin (CORB) and its delta depends upon the sustainable management of its water resources.

As the populations in the area suffer from impacts induced by CC, most notably in the form of prolonged dry spells, long periods of drought conditions, and floods, prospects will not improve without interventions to build resilience to CC impacts. Deliberate efforts aimed at enhancing the resilience of communities and ecosystems to such impacts are imperative. A unified cross-border approach will not only help the populations to adapt to changing conditions but also encompass a key contribution to avoid further natural resource degradation such as encroachment of the protected areas. Sustainable utilization and ecosystem services provision of agricultural soils, surface and groundwater resources, forests and other terrestrial ecosystems will be achieved.

2. Project Information

The Sahara and Sahel Observatory as the Regional Implementing Entity (RIE), Ajuda de Desenvolvimento de Povo para Povo (ADPP) Angola acting as the Regional Executing Entity (REE) and National Executing Entity (NEE) as well and Development Aid from People to People (DAPP) Namibia as a NEE in partnership with the Angola and Namibia Ministries of Environment, Agriculture and Water & Energy are executing a regional project financed by the Adaptation Fund in southern Angola and northern Namibia. The overall objective of the ADSWAC Project is to enhance adaptation capacity and resilience of communities to climate change impacts and variability in the transboundary region between Angola and Namibia. The specific objectives are to:

- Enhance local, sub-national and regional capacities to adapt and respond to climate change risks in the cross-border area of Angola and Namibia;
- Build organizational and technical capacity for climate-resilient production and water management;

- Improve food security in response to climate change impacts amongst rural and vulnerable communities in Cuando Cubango Province and the Regions of Kavango East and Kavango West.

To achieve these specific objectives, the ADSWAC project will be based on three main components:

- **Component 1:** Strengthening awareness, knowledge and capacity to adapt to climate change and variability at community-, district-, national and regional level;
- **Component 2:** Organizational and technical learning for production and water management; and
- **Component 3:** Improving resilience of ecosystems and livelihoods through the implementation of community adaptation actions to improve food security in response to climate change and variability.

Implementation arrangements:

A Regional Project Steering Committee (RPSC), which will meet semi-annually, will provide oversight and coordination for the project’s planning and implementation. A Regional Project Management Unit (RPMU), established in Luanda, Angola, acting as the secretariat for the RPSC will be responsible for the execution of all project activities in both countries, providing oversight to ADPP Angola and DAPP Namibia and their national PMUs. The RPMU reports to the RPSC, to ADPP’s national management, to OSS and to national authorities.

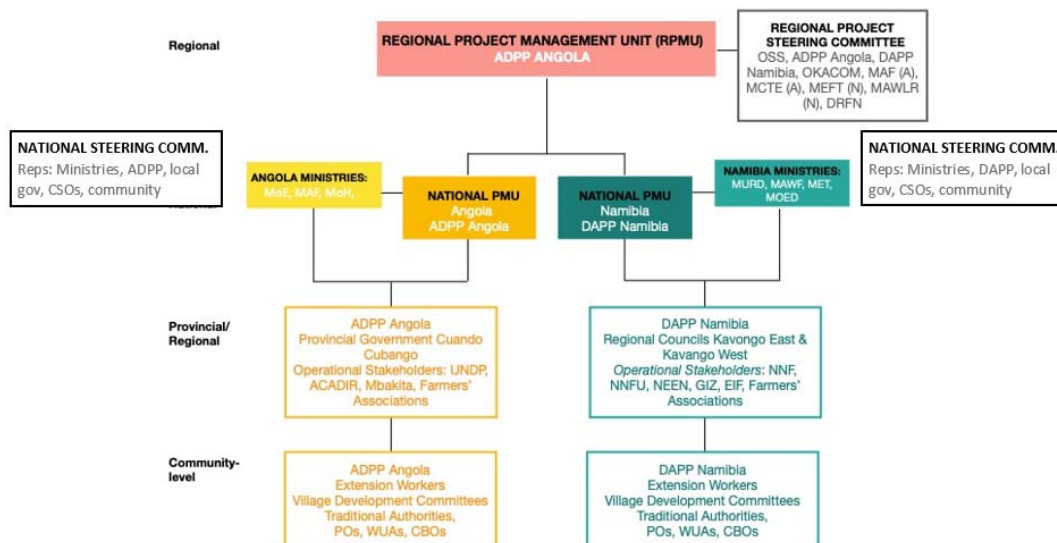


Figure 1: ADSWAC Implementation Arrangements

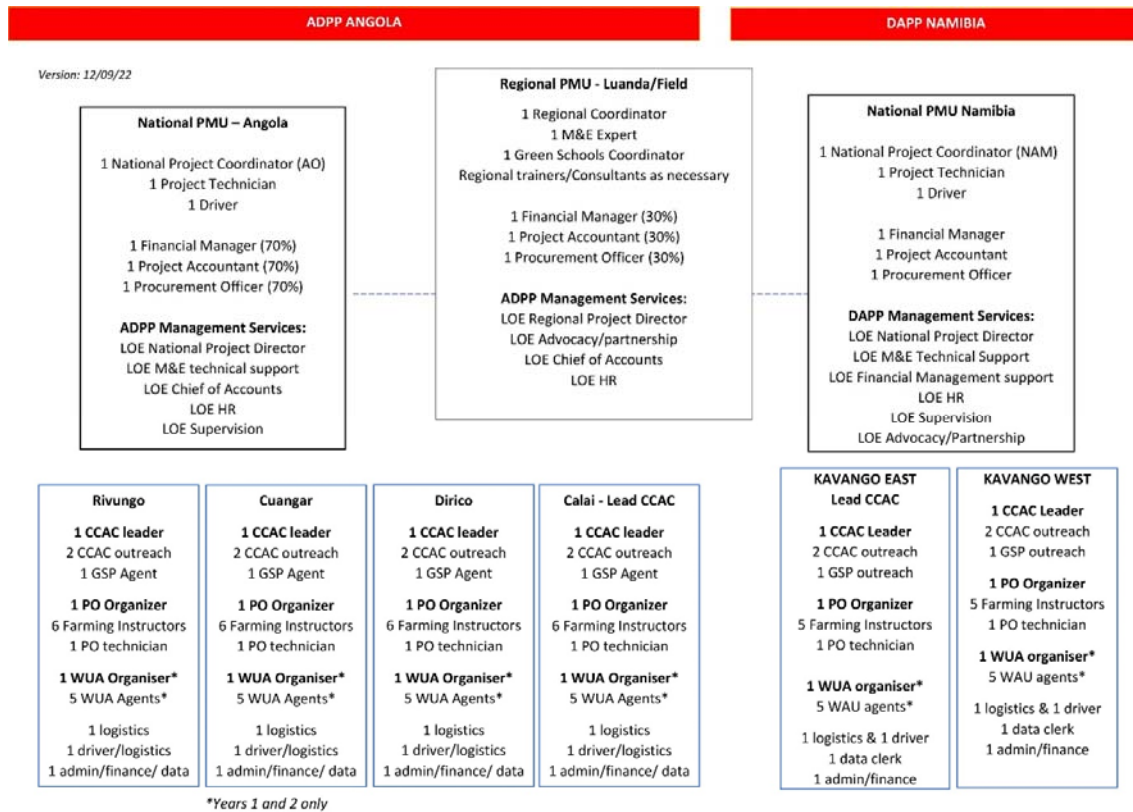


Figure 2 - ADPP and DAPP Execution Arrangements

3. Description of the Regional Coordinator Position

The Regional Coordinator will be responsible for leading the Regional Project Management Unit (RPMU), which manages and coordinates execution of all activities, and accordingly manages RPMU project staff. (S)he will be stationed in Luanda, at ADPP’s national office. Regular travel may be required to the project areas in Cuando Cubango, Angola and the Kavango Regions, Namibia, as well as to Windhoek

The Regional Coordinator will work in close collaboration with and reports to ADPP’s Project Coordination, Partnership, and Economy and Administration teams. The national ADPP teams will provide:

- Oversight and backstopping support,
- Approve reports, key decisions and fund requests, and
- Specific technical services if needed.

Overall Tasks and Responsibilities

Stakeholder Management

- Facilitate the coordination, role and responsibilities of the Regional Steering Committee;
- Prepare, organize and follow up on workshops, meetings and field missions related to the specific activities;

- Ensure participation of all key stakeholders from Southern Angola and Northern Namibia, including regional stakeholders such as OKACOM, in project execution and secure regular project updates; and
- Develop and execute communication and dissemination strategies.

Overall technical leadership

- Ensure the execution of Regional-level activities of the project and align with crosscutting and national activities and all aspects of contract;
- Ensure the quality and functioning of the Regional Project Management Unit, including participation in elaboration of ToRs and recruitment process of strategic personnel and/or expert consultants;
- Technical leadership of the development and execution of baseline, mid-term and end-of-project surveys, KAP surveys, community adaptation action plans etc..;
- Ensure key execution documents at regional level are developed, validated and aligned with national documents including Annual Works Plans and Budgets, Procurement Plan(s), Communication and Knowledge Management strategies, Project Implementation Manual (PIM);
- Ensure the M&E of the project is undertaken and in compliance AF and OSS formats or prescribed and agreed on structure;
- Provide technical and project management guidance to the two National Project Management Units in the execution of activities;
- Support ADPP and DAPP in staff capacity development, in particular in terms of climate change adaptation in arid and semi-arid areas; and
- Ensure the project's full alignment with the Adaptation Fund's mandate, including compliance with the Environmental and Social Management Plan (ESMP), the Gender Action Plan (GAP), the continuous Free, Prior, and Informed Consent (FPIC) process with Indigenous Peoples, and safeguarding the project from maladaptation.

Project and Grant Management

- Ensure efficient, effective and timely execution of the Adaptation Fund project, while ensuring that funds are used for the intended purposes and carry out the Project execution in accordance with the terms and conditions set forth by or referred to in the Grant Agreement, Project Document and Project Implementation Manual;
- Overall responsibility for the contractual reporting requirements (prepare progress reports, annual reports, and final project report in cooperation with the M&E Expert, facilitate baseline study, mid-term and final evaluations) and the coordination thereof with the RPMU and the National PMUs;
- Ensure, in cooperation with ADPP national office's team, that financial management systems are in place and maintained in accordance with the provisions of the Grant Agreement and other documents related to the Project in consultation with the Financial Management team. Ensure annual audits of the project accounts are conducted and reported; and
- Manage the communication channels between the Regional PMU, National PMUs and the Regional Implementing Entity (OSS).

Specific Tasks

At regional level

- Project management, coordination and execution of regional activities;
- Compliance with the project's regional dimension;
- Development of TORs and recruitment process for key staff and consultants at regional level, and support to the National PMUs for the development of theirs;
- Manage RPMU staff;
- Develop procurement plans (PP) and annual work plans and budgets (AWPBs) at regional level, and support to the national PMUs for the development of theirs;
- Develop and manage clear project communication structures and other routines for project execution;
- Facilitate technical advice, guidance, support to field staff in both countries;
- Communication, networking and partnership building;
- Supporting the two NPMUs in the operationalization of activities in Angola and Namibia respectively;
- Stakeholder engagement at regional level;
- Oversee exchanges and synergies with relevant adaptation projects;
- Providing technical and financial reports to ADPP's Board of Directors based on national reports;
- Elaborate and compile reports for regional and national entities for submission to the RIE;
- Ensure secretariat functions for the Regional Project Steering Committees;
- Ensure translation of key documents; and
- Ensure Grievance Mechanism is operational and communicated to all stakeholders.

4. Reporting

Program reporting to the head of ADPP Angola's National management team.

5. Required Experience and Qualifications

- Formal qualification (graduate or post-graduate) in Climate Change, Environmental Management, Rural Development, or related fields aligned to the ADSWAC framework, or equivalent by experience, supporting performance in a leadership position.
- At least 5 years demonstrable experience in a comparable role, including leadership and management of expert teams, management of large and complex contracts, developing and managing workplans, communication strategies and budgets, overseeing monitoring and evaluation, communication skills, and ability to manage consultants.
- Proven track record in developing and maintaining relationships with and providing capacity building of government officials, development partners, civil society organizations and community leaders.
- Proven commitment to combining environmental protection and the building of resilient communities, with focus on the inclusion of women and indigenous people.
- Experience in climate change adaptation planning and a thorough understanding of adaptation vs maladaptation.

- Solid knowledge of relevant international, regional and national protocols and trends related to climate change finance and adaptation.
- Must be based in Luanda, Angola for duration of project, with regular periods in the target area in Calai, Cuando Cubango Province, and be fully aware of the conditions available. Proven experience living and working in complex and remote locations and conditions is an advantage.
- Must undertake regular visits to project sites in 4 municipalities in Angola and 2 Regions in Namibia, and be willing to travel to Windhoek as necessary.
- Written and spoken fluency in Portuguese and English required.
- Preference given to Angolan or Namibian national, residents in Angola, or candidate with extensive experience in Angola.

6. References required. Remuneration

Monthly remuneration is estimated to be between US\$ 1,400 to US\$ 1,630 (includes social security, taxes and legally bound bonuses) served in local currency based on the exchange rate of the date of transfer and in compliance with the ADSWAC budget as approved by the Adaptation Fund.”

7. Contract Duration

1 year performance-based contract with possible yearly renewable for up to 5 years.

8. Work Station

The Regional Coordinator will be stationed in Luanda, Angola with regular travels to Windhoek, Namibia; Calai, Cuando Cubango Province; and project sites.

9. Application process

Please send your application including a letter, a CV and 3 references to recrutamento@adpp-angola.org no later than 31st of October 2022.

The project promotes gender equity and female candidates are encouraged to apply.

10. Annexes

ADSWAC Project Document, including Environmental and Social Management Plan and Gender Action Plan: <https://www.adaptation-fund.org/project/angola-and-namibia-resilience-building-as-climate-change-adaptation-in-drought-struck-south-western-african-communities/>