



## PROJECT MANAGER / INSTITUTIONAL REPRESENTATIVE

<b>Location</b>	Namibia
<b>Type of contract</b>	Employee on a fixed-term contract (French law)
<b>Duration of the contract</b>	1 year renewable (total duration of the mission: 28 months)
<b>Desired date of arrival</b>	Late April- early May 2023
<b>Application deadline</b>	19 March 2023

**Agronomes & Vétérinaires Sans Frontières (AVSF)** is a French association of international solidarity recognised as being of public utility, which has been working since 1977 to support peasant agriculture. Present in 23 countries, AVSF puts the skills of agricultural, livestock and animal health professionals at the service of peasant communities threatened by exclusion and poverty. AVSF thus supports their initiatives to obtain better living conditions, to sustainably manage the natural resources on which they depend, and to participate in the socio-economic development of their territory. AVSF helps them defend their rights and gain recognition for their role in society.

### CONTEXT

From the first quarter of 2023, AVSF will start the implementation of a regional programme entitled "Strengthening Community Rights, Livelihood Resilience and Biodiversity Conservation in Southern Africa and Ghana", in consortium with [Resource Africa](#) and [Noé](#). The project will cover 7 countries, 6 in Southern Africa (Botswana, Malawi, Namibia, Tanzania, Zambia, Zimbabwe), and one in West Africa (Ghana). The project is funded by the French Development Agency and is the first action implemented by AVSF in Southern Africa. The specific objectives of the project are to (i) empower rural communities in Southern Africa and Ghana, amplify their voices and the capacities of community leaders in Southern Africa to directly inform and influence policy processes that affect their rights and interests, and (ii) increase the



resilience of community-based natural resource management organisations (CBNRMs) to negative changes and strengthen their capacity to adapt to emerging opportunities.

In this programme, AVSF will be responsible for the implementation of field activities in a region of northern Namibia, the Kunene region, in the framework of an operational partnership with the local NGO [IRDNC](#). The Kunene region is located about 750 km from the capital in the north-west of the country and is mountainous, arid to semi-desert, with high temperatures and low rainfall. Within a consortium whose main expertise is the involvement of local communities (grouped in conservancies) in conservation programmes, AVSF's actions will specifically target the adaptation and resilience of conservancy producers in the Kunene region to crises (including climate change) through the development of pilot agroecology and livestock activities. The activities developed will focus on (i) supporting communities in defining adaptation strategies and developing new income-generating activities (IGAs) and (ii) improving the capacity of households to produce and market more diversified agricultural and livestock products.

In order to carry out the planned actions, AVSF will mainly have an expatriate Project Manager/Institutional Representative, working full time in the field during the 28 months of project implementation. The first year of implementation will be mainly devoted to studies / in-depth diagnosis and implementation of the first pilot actions, under the supervision and support of AVSF headquarters in France.

## JOB DESCRIPTION

Under the hierarchical responsibility of the Technical Director and the functional responsibility of the Program Officer at AVSF headquarters, and in close coordination with the IRDNC teams in Namibia, the Project Manager will be responsible for the implementation and monitoring of project activities in Namibia, throughout the planning, implementation, monitoring/evaluation, etc. stages, up to the drafting of project reports/capitalization.

More specifically, the Project Manager will be responsible for the following tasks

- Technical and methodological support to IRDNC teams for the design and implementation of activities in Namibia.
- In collaboration with the IRDNC teams, coordination and participation in the implementation of the planned activities:
  - o Diagnostics and in-depth studies: Participatory diagnostic workshops on the main problems linked to climate change and dependence on tourism and on the agricultural potential of the area / Diagnosis of collective pastoral management practices and analysis of the obstacles and levers to changes in agricultural practices / Simplified market study to identify outlets for each type of product (market garden products, livestock, non-wood forest products) / Identification of local funds that can be mobilised to support investments in IGAs and the necessary developments.
  - o Support for the collective improvement of agricultural and livestock practices: technical capacity building for agroecological production (farmer field schools, exchange and sharing of experiences) / Support for the creation and governance of a producer organisation to support the marketing of new products / Support for the establishment of simple supply systems for agricultural equipment and inputs (seeds, fertilisers) and for the development of small-scale irrigation infrastructure / Support for the establishment



of collective and sustainable grazing land management practices / Nutrition awareness and diversification

- Participation in the organisation and hosting of study visits to Namibia or involving representatives of Namibian Conservancies.
- Design and management of the monitoring-evaluation and capitalisation system for activities developed in Namibia.
- Drafting of technical and financial reports for the activities developed in Namibia.
- Official representation of AVSF in Namibia, with project partners, local and national authorities.
  
- Participation in coordination meetings (implementation committee and steering committee) of the overall project at regional level, including AVSF representation in the consortium.
- Contribution to the consolidation of technical reports and capitalisations of the overall project.
- Possible participation in meetings with funders.
- Contribution to AVSF's advocacy, communication and associative life in general.

#### Living conditions :

- Position based in the Kunene region (north), in the town of Opuwo (approx. 6000 inhabitants). Work in the office of the partner IRDNC.
- Very frequent and regular travel to the areas of activity is expected (about 1 to 2 hours drive from Opuwo), with rustic but comfortable field conditions (vehicle provided by the project with camping possibilities).

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#### EXPECTED PROFILE

- **Education:** The candidate should have a Master's degree or equivalent in agronomy or agro-economics with a specialisation in production systems in southern regions.
- **Experience:** He/she will have a **minimum of 5 years of** proven experience in a project management position in an NGO or similar institution, and in the field of rural and local development.
- **Other skills:** He/she will have the ability to work in a team and in the field in an isolated context, and will have strong analytical and synthesis skills, strong interpersonal and writing skills, as well as good personal skills for working independently and adapting to work in rustic local conditions.

AVSF strives to develop an inclusive work environment that reflects the diversity of its staff within its teams. As an employer, AVSF offers equal opportunities for employment to all regardless of gender, ethnicity, religion, sexual orientation, social status, disability and age.

#### Skills required:

- Experience in rural development programme management (mastery of project cycle management), skills in monitoring and evaluation and capitalisation of experience are required;
- Proven technical skills in collective management of natural resources, biodiversity, agroecology;
- Knowledge of the specific contexts and constraints of pastoral livestock systems would be a plus;



- Pedagogical capacity towards the team and the beneficiaries, facilitation skills and capacity building;
- **Fluency in English is essential**, and computer skills are a must;
- Driving licence required and experience of driving in the bush.

## JOB CONDITIONS

<b>Integration pathway</b>	Late April or early May: 3 days in Lyon and Nogent sur Marne / possibly by videoconference if necessary
<b>Gross monthly salary</b>	According to the grid in force (estimated at between €2700 and €3100) + net family allowance according to situation
<b>Social benefits</b>	<ul style="list-style-type: none"> <li>- Payment of air tickets (expatriate, spouse and children)</li> <li>- Coverage of the cost of transporting baggage sent as unaccompanied freight for the initial outward journey and the final return journey</li> <li>- Social security coverage for the expatriate and his/her family: CFE - mutual insurance - provident fund - health repatriation and civil liability insurance</li> </ul>

## APPLY

Interested candidates should send their application in French and in English (covering letter + CV), with the reference RPRI Namibia, by 19 March 2023 to: [recrut@avsf.org](mailto:recrut@avsf.org)

*Interviews will be scheduled last week of March 2023.*

## MORE ABOUT THE ASSOCIATION

