

**Land-use Planning Technical Advisor
Job Profile**

1. Name of the position

Land-use Planning Technical Advisor, FZS Serengeti Ecosystem Management office

2. Position in the organisation

- The Technical Advisor will report directly to the SEMA Project Manager
- The Technical Advisor will directly supervise field officer(s), and community extension officers, and consultants assigned to them
- Close interaction with District Land Officers, Serengeti National Park Community Outreach staff and GIS unit, and other collaborating partners

3. Purpose of the job

FZS mission: *We conserve wildlife and ecosystems focusing on protected areas and outstanding wild places*

FZS Serengeti Ecosystem Management office purpose:

To empower local communities in the Serengeti Ecosystem to engage in the conservation of wildlife and other natural resources and adopt conservation compatible livelihoods

As part of our growing conservation efforts within the greater Serengeti Ecosystem, FZS is looking for a spatial/land-use planner technical advisor to facilitate participatory village land-use plans in villages adjacent to Serengeti protected areas. The successful applicant will have proven knowledge and experience with stakeholder mobilization and spatial planning. S/he will also demonstrate applied use of conservation planning, and an in-depth understanding of GIS. The Land-use Planning Technical Advisor will work with partners and key stakeholders to ensure that land-use plans are developed with the goal of safeguarding key resources. The successful applicant will demonstrate experience in the use of GIS databases for spatial monitoring and developing monitoring and evaluation systems to assess the implementation of land-use plans and their impact on conservation outcomes.

The Land-use Planning Technical Advisor will supervise FZS-SEMA conservation and land-use planning activities within communities adjacent to protected areas.

4. Main outputs

Specific Duties:

- Work with District council and villages around Serengeti ecosystem to prepare participatory village land-use plans
- Integrate mechanisms for reducing threats to conservation of the ecosystem into spatial planning at village, ward and District level
- Work with TANAPA ecologists and GIS personnel to compile accurate and high-quality spatial ecological and socio-economic into GIS, including relevant ground-truthing where necessary

- Integrate spatial data and outcomes of scientific research to ensure land-use plans are based on best available data
- Provide advice to village planners on approaches to resolving land-use conflicts and assist with the development of strategic land-use policies that are focused on longterm sustainability and village well-being
- Establish systems for reviewing adherence to land-use plans, in partnership with key partners
- Supervise external consultants to ensure high quality land-use plans
- Synthesize and incorporate existing data and knowledge to inform best practices for land-use planning around Serengeti ecosystem
- Provide technical advice, facilitation and capacity building to District authorities, community-based natural resource management institutions and relevant stakeholders

General Duties:

- Prepare work plans, budgets, activity reports, and technical or donor reports as needed
- Ensure project monitoring and evaluation in line with monitoring plan
- Maintain relationships with project partners, ensuring two-way flow of information
- Represent FZS-SEMA in meetings with key ecosystem stakeholders
- Identify and develop effective partnerships and collaborations with key stakeholders and institutions
- Ensure project strategies are based on best-practices wherever possible, and advise project team to promote adaptive management
- Promote long-term sustainability of community initiatives, including potential for long-term financing
- Manage, mentor and build the capacity of project and partner staff
- Adhere to all FZS financial and administrative policies and regulations
- Assure proper, efficient and transparent use of project funds
- Responsible use and care of project equipment and assets

Note: These outputs are general. In the individual plan they will be specified annually.

5. Qualifications and Experience

Required

- Master's degree in land-use planning, spatial planning, or natural resource management with a focus on spatial planning
- Extensive knowledge of GIS database management and spatial data collection
- Extensive knowledge of Tanzanian laws, acts and regulations pertaining to land-use planning and land tenure
- At least 5 years experience preparing participatory village land-use plans in Tanzania
- At least 3 years experience working in natural resource conservation or related field
- Fluency in Kiswahili and English

- Ability and willingness to live and work in remote areas and travel extensively within Tanzania including rural field sites
- Excellent communication skills

Desired:

- Post-graduate degree in natural resource planning
- Knowledge in development and use of geospatial models to assess impact of land-use
- Remote Sensing experience
- Experience working in Serengeti ecosystem
- Extensive experience in natural resource sector of Tanzania

6. Behavioural Competencies:

- Work systematically: *Structuring one's work in an orderly and transparent manner; carrying it out with care and eye for detail and accuracy.*
- Integrity: *Maintaining high ethical standards both personally and professionally: being incorruptible.*
- Sensitivity: *Showing consideration, concern and respect for other people's attitudes, feelings, or circumstances and being aware of the influence of one's own behaviour on them.*
- Negotiating: *Obtaining maximum results in situations of different interests in such a way that all parties accept and agree and relationship is not damaged.*
- Team work: *Cooperating and working effectively in order to achieve a shared goal – even when the topic involved does not directly serve one's own interests.*

7. Terms

A competitive salary will be offered based on qualifications and experience. The position may initially be based in either Mugumu Town (Serengeti District) or Wasso Town (Ngorongoro District), and eventually in Fort Ikoma, with frequent visits to the field.

Additional benefits include:

- ▶ Basic housing provided
- ▶ Medical insurance
- ▶ 30 days paid leave per annum

An initial contract will be offered for one year, subject to a three-month probation period, with possibility of extension according to performance.

Application:

To apply, please submit your CV (including 3 referees) and covering letter by email to scop@fzs.org by **20th November 2015**. Please mention “*Application for FZS Land-use Planning TA Position*” as the subject of the email. The covering letter will be used to judge the quality of your application and should answer the following questions in no

more than one typed page:

- 1. What would you most like to achieve in this position?*
- 2. Which steps can be done to help ensure land-use plans are implemented after they are drafted?*

Please indicate when you would be available to start.

Closing date for applications: 20th November 2015

Only short-listed applicants will be notified. **Please make sure that you meet the qualifications required above before applying.**