

# Consultancy Opportunities- Team Leader and Team Member

## Application of Social and Environmental Safeguards in Biodiversity Conservation Projects

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**Organisation:** The Landscapes and Livelihoods Group (TLLG)

**Location:** Remote working

**Closing date:** Wednesday the 9<sup>th</sup> of September 2020

**Roles:** Team leader, 0.5FTE; Team member, 0.5FTE.

**Remuneration:** Commensurate with experience.

**Timeframe:** 6 months with potential for extension.

**Contact email:** [admin@landscapesandlivelihoods.com](mailto:admin@landscapesandlivelihoods.com)

**Website:** <https://www.landscapesandlivelihoods.com/>

### About TLLG

TLLG was established in 2017 with the goal of providing technical support, advisory services, training and mentorship to projects and programmes that address natural resource management challenges including climate change, biodiversity conservation, sustainable natural resource-based livelihoods, and ecosystem restoration. The TLLG team works with resource users and organisations in terrestrial, marine and coastal ecosystems; providing support tailored to the needs of specific stakeholders and based on an understanding of local realities. Our approach is to work with people to identify local solutions to global challenges.

TLLG provides support on all aspects of project and programme design and management. We apply interdisciplinary approaches involving multiple stakeholders to develop and implement sustainable landscape and natural resource management solutions that address the needs of local resource users. We work with resource users, community groups, civil society organisations, academic institutions, governments, and private sector organisations.

The TLLG team consists of three Partners, and several Associates and Consultants that work on specific projects. We offer the opportunity for hands-on learning on projects, gaining experience working with the TLLG team, and contributing to the organisation's activities and development. We work remotely, and travel to field sites for fieldwork. We encourage teamwork and a friendly and supportive working environment.

## Application of Environmental and Social Safeguards in Biodiversity Conservation Projects

TLLG is working on several initiatives that apply environmental and social safeguards to the design and development of biodiversity conservation and forest conservation initiatives. These safeguards are based on international standards such as the World Bank Environmental and Social Framework, IFC Performance Standards, and IUCN's Standards, among others. TLLG is working with conservation organisations, private sector companies, and a Conservation Trust Fund in the application of their Environmental and Social Management Systems. We see this as an opportunity to improve conservation practice, and to address some of the systemic issues around social impacts, equity, rights, community engagement, and sustainability of conservation projects.

The application of international standards to conservation projects requires an understanding of both how these Standards are applied in practice, and an understanding of the design and development of conservation projects and initiatives. This also requires social expertise, for example in impact assessment, stakeholder engagement and participation, and understanding of issues relating to gender and vulnerability.

Typical activities that TLLG is engaged in currently include:

- Working with companies and projects to develop and apply their Environmental and Social Management Systems (ESMS), including the development of methodologies, tools and guidelines for the practical application of ESMS.
- Screening conservation projects for environmental and social risks, such as the potential for restrictions to natural resources and associated impacts.
- Assessment of environmental and social risks in conservation projects, including scoping, planning and conducting impact assessment with project proponents and local stakeholders, particularly rightsholders and affected groups.
- Management of environmental and social risks in conservation projects, including development of appropriate mitigation measures and safeguard tools (Stakeholder Engagement Plans, Environmental and Social Management Plans, Process Frameworks for Mitigation of Access Restrictions, Grievance Mechanisms, and Indigenous Peoples Plans).

Biodiversity conservation projects typically do not have negative environmental impacts (although some specific impacts are possible), however, the most common social issues include:

- Labour and Working Conditions – issues related to the working conditions of project staff, including law enforcement and monitoring activities.
- Community Health and Safety - issues related to law enforcement personnel-community relations, and to human-wildlife conflict.
- Land and Access Restrictions – issues relating to access to natural resources, physical access to sites, and restrictions in access to social services.
- Indigenous Peoples – issues relating to impacts on indigenous peoples social and cultural norms, practices and self-determination, and their right to Free, Prior and Informed Consent

- Cultural heritage – issues related to access to tangible cultural heritage and impacts on intangible cultural heritage.
- Vulnerable groups

In addition to these common issues, stakeholder engagement and grievance management, gender, and vulnerable groups are all key safeguard provisions considered for all projects.

## Roles and Responsibilities

There are two roles that we are currently looking to fill. A Team Leader role, and a Team Member role. Both would be 0.5FTE. However, we are flexible as to how we fill these roles, and it might be that one individual can fill both roles, or that there are other combinations that work for TLLG and the applicant. The details would be discussed with the applicant upon submission (see Application Process below).

### Team leader responsibilities

The Team Leader is responsible for the technical development of a particular assignment, working with the Project Manager and Contract Director to plan project activities and tasks, working on tasks, and assigning and supervising tasks of Team Members. The Team Leader is often client-facing, working with the client to ensure that the scope of work is clear, and that project deliverables are of the required quality. Specific responsibilities include:

Typical activities will include leading on the screening of projects, the preparation of environmental and social impact assessments, conducting these assessments, and preparing safeguard tools. Technical support will be provided by TLLG partners if needed. Activities will also include client calls and working closely with the project proponents.

### Team member responsibilities

The Team Member is responsible for the technical development of particular tasks assigned by the Team Leader. Team Members work with the Team Leader and Project Manager to work on specific tasks and ensure that their contributions to deliverables is of the desired quality. Where technical support is required, this is provided by the Team Leader or other Team Members.

Typical activities will include supporting the Team Leader on the screening of projects, for example through document review, supporting with the preparation of environmental and social impact assessments, supporting on conducting these assessments, and supporting on preparing safeguard tools. Technical support can be provided by the Team Leader and TLLG partners if needed.

## Qualifications, Skills and Expertise

### Team leader

#### Essential

- Fluency in spoken and written English
- Advanced degree in a relevant field, such as social sciences, geography, development studies, international development, economics, etc.

- **Excellent knowledge** of International Standards and Safeguards and proven experience with application of these in biodiversity conservation, natural resource management, or a development context.
- Excellent attention to detail and systematic approach to working.
- **Skills** in time management, work-planning, project management, communication, team working, report writing, data analysis (quantitative and qualitative).
- **Proven experience** of:
  - working in developing countries in rural settings
  - designing and developing conservation or natural resource management projects
  - working with local communities, community-based organisations, civil society organisations, and local government
  - designing and conducting research or assessments
  - developing social safeguard tools and guidance, such as Stakeholder Engagement Plans, Social Monitoring Protocols/Plans, FPIC protocols, Environmental and Social Management Plan (ESMPs), Grievance Mechanisms, etc.
- Minimum of 10 years' experience in the above.

#### Desirable

- Proficiency in spoken and written French or Portuguese
- Project management experience and skills

### Team member

#### Essential

- Fluency in spoken and written English
- Advanced degree in a relevant field, such as social sciences, geography, development studies, international development, economics, etc.
- **Some knowledge** of International Standards and Safeguards and some experience with application of these in biodiversity conservation, natural resource management, or a development context.
- Excellent attention to detail and systematic approach to working.
- **Skills** in time management, communication, team working, report writing, data analysis (quantitative and qualitative).
- **Some experience** of:
  - working in developing countries in rural settings
  - designing and developing conservation or natural resource management projects
  - working with local communities, community-based organisations, civil society organisations, and local government
  - designing and conducting research or assessments
  - developing social safeguard tools and guidance, such as Stakeholder Engagement Plans, Social Monitoring Protocols/Plans, FPIC protocols, Environmental and Social Management Plan (ESMPs), Grievance Mechanisms, etc.
- Minimum of 5 years' experience in the above.

### Desirable

- Proficiency in spoken and written French or Portuguese

## Application Process

To apply for this consultancy opportunity, please:

- Email a short motivation email or letter (no longer than one page of A4) detailing why you feel you would be interested and suitable for the role, salary expectation, and why you are interested in joining the TLLG team.
- Attach your most recent CV detailing your relevant experience.
- Send these documents to [admin@landscapesandlivelihoods.com](mailto:admin@landscapesandlivelihoods.com) by Wednesday the 9<sup>th</sup> of September, and we will contact applicants by mid-September. A response will be sent to all applicants and shortlisted candidates will be interviewed between the 14<sup>th</sup> and 18<sup>th</sup> of September.