

## Mulanje Community Forest Manager

**Employer** – WeForest Malawi

**Job Title** – Community Forest Manager

**Location** – Mulanje & Phalombe districts

**Reporting to** – Country Director

**Responsible for** – all project activities in the community forest zone

### About WeForest

WeForest is a fast-growing international non-profit association with headquarters in Belgium and legal entities in France, USA, Ethiopia, Zambia and by start 2023, in Malawi. Our aim is to demonstrate, through the restoration of entire regions, that well planned tree planting and reforestation can be the solutions to today's biggest challenge: climate change. The organization is promoting Forest Landscape Restoration (FLR) best practices, creating a movement, engaging the greatest brands and their millions of customers to act positively. Our activities are growing, and the organization is looking for an experienced profile to further enable sound financial and admin processes for its project operations, and drive the Mulanje co-management project to the highest standards.

WeForest has been active around Mulanje cedar and miombo restoration in Malawi since 2018, starting in Mt Mulanje Forest Reserve, Mulanje/Phalombe district. Currently, the project is expanding with a time-horizon till 2034, focused on co-management of miombo woodlands within the Forest Reserve. The buffer zone bordering the Forest Reserve spans more than 10.000 hectares, home to more than 10.000 households.

We are still a small team and hence need a dynamic, critical-thinking and result-oriented colleague with a can-do attitude who takes up the role of Community forest manager. You will drive the development and implementation of solid co-management agreements with communities and the Department of Forestry, whilst leading and coaching the WeForest community outreach staff.

### Role

#### Lead project activities in community forest zone to success

1. Gatekeeper of timely workplan delivery and annual budget usage
2. Ensure adequate reporting and communication to HQ and relevant stakeholders, in collaboration with Community buffer manager
3. Coordinate/coach team members in order to optimize prioritization of activities, keeping team members within their responsibilities
4. Guide/coach documentation/planning/paper trail on activities (ToRs, meeting minutes) by field team
5. Oversee relevant documentation uploads to Dropbox in a timely manner
6. Support quarterly budget review
7. Review team fund requests and reimbursements, following appropriate financial protocols
8. Support development clear agreements/MoUs with relevant partners
9. Safeguard WeForest's team and partners respect signed agreements/MoUs

10. Work in close collaboration with the MEL officer to ensure data collection, data analysis and M&E updates (reporting confer M&E protocol) for all project components under your supervision are conducted up to standard
11. Support feasibility and development of new co-management areas in the Mt Mulanje landscape

## Responsibilities per project component

### Enhance Stewardship and Governance in the co-management blocks

1. Lead feasibility and development of new co-management areas in the Mt Mulanje landscape
2. Lead (re)activation of community governance structures (LFMB, FBC and VNRMCs) and associated planning documents & agreements
  - Support geographical negotiation and mapping, PFRA and PMP set-up
  - Lead benefit sharing negotiation, bylaw development, agreement preparation agreement and signing
3. Support Government/justice gap analysis and capacity building on legal judiciary systems and customary systems
4. Support FBC-led law enforcement and forest patrols
  - Support selection community law enforcement team, organize appropriate training and ensure appropriate equipment
  - Co-lead development of patrol plans with FBCs and DoF

### Support FBCs to deliver forest management activities in forest blocks

1. Ensure Forest Management Plans are widely understood and respected
2. Ensure effective fire management is conducted and evaluated
3. Ensure enrichment planting is conducted where relevant and evaluated
4. Ensure resource user permits (if relevant) are understood and adhered to

### Build business development for Forest Block Committees (FBCs)

1. Co-implement beekeeping scheme with Community buffer manager
  - Coach FBCs to identify most suitable beekeeping management entity per sub-block scheme
  - Support identification existing market players and link FBC/beekeeping entities to markets
2. Source additional income streams for co-management entities
  - Ensure community enterprises sourcing from the co-management blocks are integrated in co-management governance structure
  - Negotiate with potential Payment for Ecosystem partners to ensure the rights of co-management blocks are represented and respected

### Support partner relations to strengthen forest management

1. Support development of partnerships with relevant Departments especially under Ministry of Forestry and Natural Resources (Department of Forestry) at National, Zonal and District level
2. Scope for additional meaningful partnerships supporting/complementing WeForest's work

### Other

1. Oversee Mulanje cedar planting site maintenance and related management activities on the mountain
2. If and when required: assist in the development of additional forest restoration projects in Malawi for WeForest

## Candidate Profile

### a. Education:

Essential:

- **M.Sc.** in Forestry/Agroforestry/Agriculture or Development/agricultural Economics or Climate Change and Sustainable Development or equivalent experience in Development Studies. OR **B.Sc.** in the same with at least 10+ years of work experience.

### b. Work experience and skills:

Essential:

- 5+ years relevant work experience (or 10+ if B.Sc.), with demonstrated experience in leading teams and innovating strategy
- Previous interaction with community-based organisations (especially VNRMCs and FBCs) and experience with training and local capacity building at smallholder farmer level
- Excellent communication and numerical skills
- Beekeeping, forest fire management and forest patrolling knowledge and experience
- Experience developing Forest Management Plans
- Solid understanding of the Forest Act and relevant policies, especially related to co-management within Forest Reserves
- Acquainted to Market Systems Development approaches (MSD/M4P)
- Clean and excellent track record and references

Desirable:

- Exposure to and experience with both the corporate and the NGO sector
- Track record with gender-sensitive participatory, governance and inclusion approaches
- Acquainted to judiciary processes (Magistrate, police, DoF links), to deal with forest offences

### c. Language: Fluent in English (both speaking and writing) and Chichewa (both speaking and writing)

### d. Other requirements

- Driving license and experience driving manual 4x4 vehicle, in off-road conditions
- Be willing to live in Mulanje/Phalombe
- Flexible in terms of travelling and working conditions

## Terms & Conditions

Start date: As soon as possible

Duration of Contract: One year, renewable to a two-year contract based upon performance

Salary: Remuneration based on experience and health insurance (MASM)

Location: Based at the WeForest office in Mulanje at first, and Phalombe once activities initiated in the district.

**Hours of Work:** Full-time, working a minimum of 8 hours per day (5 days/week). Hours will however vary depending on project needs, and flexibility is essential.

**Reporting line:** Supervised by the WeForest Malawi Country Director and very close collaboration with Community buffer manager

### Interested?

Please send applications to [malawi@weforest.org](mailto:malawi@weforest.org) by 19th July 2023, mentioning the job title in the subject of the email. Your application should contain your CV with 2 recent references, and a motivation letter (max one page) answering the following questions:

- What led you to apply for this position?
- What is the most important technical ability you would bring to the role and what would you need to develop to successfully fulfil this role?
- What is your most important personal characteristic that would help you succeed in this role?
- Indicate your salary expectations (gross) and the earliest possible starting date.

Due to the anticipated high number of applicants, only shortlisted candidates will be contacted. We thank you in advance for your interest.