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"Locals Leading and Learning from Locals"

About WASIMA

"WATU, SIMBA na MAZINGIRA" (WASIMA) is a grassroots, Non-Governmental, and Non-Profit Organization based in Western Tanzania. Our mission is to promote and support community livelihoods, sustainable environmental practices, and wildlife conservation while fostering rural development in areas surrounding protected regions.

Aligned with the United Republic of Tanzania's goals, WASIMA collaborates with both local and international stakeholders to advance environmental, social, economic, and cultural development. Through our efforts, we aim to create a balance between conservation and community well-being, ensuring a sustainable future for people, wildlife, and the environment.

This foundation shapes our initiatives, including the Alternative Livelihood Program and capacity-building efforts in Wildlife Management Areas (WMAs), detailed in our available roles:

Roles Overview

- **Livelihood Officer Intern:** This role focuses on empowering communities by introducing sustainable, alternative income-generating activities, such as beekeeping and agroforestry. The goal is to reduce dependency on environmentally harmful practices like poaching and unsustainable agriculture, fostering resilience and economic independence.

Key Responsibilities

1. Program Development and Implementation:
   - Design and implement alternative livelihood programs to introduce sustainable and diversified income sources for target communities.
   - Identify and promote alternative livelihood options such as agroforestry, beekeeping, handicrafts, eco-tourism, renewable energy, or small businesses.
   - Work with communities to assess their skills, resources, and needs to develop tailored programs.

2.Community Engagement and Capacity Building:

- Engage with local communities, stakeholders, and leaders to understand their current livelihoods and explore viable alternatives.
- Organize workshops, training sessions, and sensitization programs to build awareness and knowledge on alternative livelihoods.
- Provide hands-on training to community members on specific skills related to alternative income-generation (e.g., sustainable farming, business skills, eco-friendly practices).

3.Market Linkages and Income Generation

- Facilitate market access for products or services created through alternative livelihood activities by communities.
- Establish partnerships with local businesses, NGOs, or government agencies to help link producers with markets for their goods.
- Provide business development support to ensure sustainability, including helping communities create business plans and manage finances.

4.Monitoring, Evaluation & Reporting

- Monitor the implementation of alternative livelihood programs to assess progress, challenges, and community participation.
- Conduct periodic evaluations to measure the impact of alternative livelihoods on the community's economic situation, well-being, and sustainability.
- Prepare regular progress reports for donors, management, and other stakeholders.

5.Sustainability and Risk Management

- Promote sustainable practices that align with environmental conservation and community well-being.
- Assess and manage risks related to alternative livelihoods (e.g., market instability, environmental challenges, or community resistance).
- Ensure that alternative livelihoods are adaptable, long-term solutions that communities can maintain independently after program support.

6.Partnerships and Stakeholder Coordination

- Build and maintain partnerships with local government bodies, NGOs, community groups, and the private sector to enhance program success.
- Work closely with local authorities to align the program with regional and national development strategies.
- Organizing and registration of the formulated community group.

7.Resource Mobilization & Fundraising

- Assist in identifying funding opportunities to sustain and expand alternative livelihood programs.
- Support in writing proposals and fundraising efforts to secure resources for the program.

8. Advocacy and Policy Support

- Advocate for policies that support the adoption of alternative livelihoods at the local, regional, and national levels.
- Represent the program at relevant forums, conferences, and meetings.

Qualifications

- A degree in agriculture economics, entrepreneur or a related field.
- Previous experience in livelihood programs, community development, or sustainable business practices is highly desirable.
- Understanding of environmental and social challenges that impact local communities.
- Experience in designing, implementing, and evaluating development projects, especially in livelihoods or poverty reduction.
- Strong knowledge of alternative livelihood models, such as sustainable agriculture, eco-tourism, and small-scale business development.

Skills

- Project Management: Ability to plan, implement, and monitor complex livelihood programs.
- Community Engagement: Experience working directly with marginalized or rural communities and understanding their socio-economic conditions.
- Business and Financial Skills: Competence in developing business plans, managing budgets, and providing basic financial management training.
- Communication Skills: Strong interpersonal, presentation, and report-writing skills.
- Problem-Solving: Ability to identify challenges and come up with practical solutions.
- Monitoring & Evaluation: Knowledge of monitoring and evaluation techniques to measure program impact.

Desirable Attributes:

- Knowledge of local culture, practices, and languages.
- Passionate about sustainable development and improving the livelihoods of vulnerable communities.
- Ability to work in remote or challenging environments with limited resources.
- Self-motivated and able to work both independently and as part of a team.

- **Governance Officer (Full-Time):** This leadership position centers on improving governance and management within Wildlife Management Areas (WMAs). Responsibilities include strengthening governance frameworks, ensuring statutory compliance, and building management capacity through training, conflict resolution, and stakeholder engagement.

Key Responsibilities:

1. Governance Supervision and Advisory

- Lead the development and implementation of governance frameworks for WMAs, focusing on equitable and transparent decision-making processes.
- Ensure compliance with all statutory requirements and governance guidelines per national and WMA policies.
- Support the establishment and effective functioning of management and governance bodies within the WMAs.
- Oversee the governance team's efforts in supporting conflict resolution mechanisms to address community and conservation-related conflicts.

2. Capacity Building and Training

- Design and implement management capacity-building programs for WMA staff, including professional managers, accountants, and community liaison officers.
- Facilitate leadership training for WMA boards and local governance bodies to enhance their ability to govern effectively and drive sustainable natural resource management.
- Work with external partners to organize training workshops, seminars, and on-the-job mentorship programs focused on governance, financial management, and operational excellence.

3. Stakeholder Engagement and Communication

- Establish and maintain strong communication channels between WMA governance bodies and key stakeholders, including local communities, government authorities, and conservation partners.
- Serve as a liaison between the WMA leadership and WASIMA, reporting and addressing governance issues promptly.
- Promote equitable stakeholder engagement, ensuring that the voices of marginalized groups, including women and youth, are heard in decision-making processes.

4. Monitoring and Reporting
   - Monitor governance and capacity-building activities across the WMA, ensuring all projects are on track and aligned with the strategic goals.
   - Prepare regular progress reports for WASIMA and relevant partners, outlining achievements, challenges, and next steps.
   - Implement governance key performance indicators (KPIs) to track the effectiveness of governance systems and capacity-building efforts.

5. Support for Professional Management Implementation
   - Work closely with the newly recruited professional managers to ensure the availability of basic working tools and office infrastructure.
   - Ensure that management and governance efforts are integrated with anti-poaching patrols and other protection efforts in collaboration with the protection teams.
   - Support the implementation of statutory payments, budget management, and compliance, working closely with the accountant.

Qualifications:

- Bachelor's degree in Governance, Public Administration, Natural Resource Management, or a related field. A.
- At least 2 years of experience in governance or capacity-building roles, preferably within conservation, rural development, or community-based natural resource management.
- Strong knowledge of WMA structures, national policies, and legal frameworks governing conservation and natural resource management.
- Experience in training, capacity building, and governance advisory roles.
- Excellent communication, stakeholder management, and leadership skills.
- Ability to work independently, take initiative, and manage multiple tasks and priorities.

Key Competencies:

- Proven experience in strengthening governance structures in community-based projects.
- Strong understanding of statutory and compliance requirements related to conservation.
- Effective conflict resolution and stakeholder engagement skills.
- Demonstrated ability to build capacity and support management teams in remote areas.
- Strong analytical and reporting skills.