

CONSERVATION INTERNATIONAL

DESCRIPTION OF FUNCTIONS

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| Job Title: | Mangrove Ecosystem Climate Change Action Manager | | | | | |
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| Program and Division: | Ecuador | |  | | Coastal Marine Program | |
| Department/Program Name | | Division Name | |
| Supervisor: | | Xavier Chalén | |  | Project Manager (e) | |
| Supervisor's Name | | Supervisor Title | |
| Type of employment: | | X Regular  Fixed term (6 months or less)  Other (specify) | |  | Scheduled Time: | X Full-time  Part-time 80%  Part-time 60%  Other (specify) |
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| Reason for Job Description: | | X New Position  Review the open position  Updated features\*  Update Employee File | |  | Position Location: | Emeralds |

\* HR determines if updated roles qualify for a salary adjustment

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| Summary: |
| The Mangroves for Climate project, funded by the Green Climate Fund (GCF), aims to enhance a collaborative approach to mangrove conservation in Ecuador, focusing on four estuaries: Cayapas-Mataje, Muisne, Gulf of Guayaquil, and Jambelí Archipelago. By partnering with the public and private sectors and local communities, the project seeks to combat mangrove loss, reduce greenhouse gas emissions by approximately 4.6 million tons of CO2 equivalent, and empower 41,500 residents, while providing flood protection to 3,465 people. For six years, the targeted activities will foster long-lasting climate impacts.  The **Mangrove Ecosystem Climate Change Action Manager** will lead the **implementation of climate change mitigation and adaptation strategies and actions** within the project, ensuring that interventions are effective and aligned with GCF and CI standards. It will be responsible for the planning, execution and monitoring of climate actions to ensure the reduction of emissions, the conservation of blue carbon and the resilience of local communities, beneficiaries of the Mangrove Use and Stewardship Agreements and the State's Natural Heritage.  Participating in field activities, the Manager will analyze conditions in the intervention areas, identify key stakeholders and impact stories, and document project efforts, in Component 1: Mangrove Conservation. It will guide and systematize the processes that highlight the impact of the project. The field presence will strengthen institutional and community relationships and facilitate the dissemination of messages with local partners.  This position reports mainly to the **Project Director** and under the supervision of the Monitoring and Evaluation Management. The Manager will work closely with the technical team, the focal point of the Ministry of Environment, Water and Ecological Transition, and other key actors.  The Mangrove Ecosystem Climate Change Action Manager is expected to have a strong presence on the ground, with regular visits to the areas of intervention to ensure the effective implementation of climate strategies and the generation of sustainable impacts. |

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| **Key Responsibilities:** | |
| **Specific roles and responsibilities:** | **Specific roles and responsibilities:** |
| Under this framework, the project requires the hiring of a Mangrove Ecosystem Climate Change Action Manager who will be responsible for the following key functions:   * It coordinates actions in the field with the executing partner of component 1 in Esmeraldas (Pontificia Universidad Católica de Esmeraldas - PUCESE). * Design and supervise the **implementation of processes for the increase of the mangrove area under effective and climate-adapted management, within the AUSCEM and MPAs, which incorporates climate mitigation and adaptation measures**, ensuring their alignment with national plans and Ecuador's international commitments on climate change. * Coordinate with the technical team, government actors, and local communities to integrate climate change mitigation and adaptation approaches, including topics such as blue carbon, ecosystems, among others that are considered relevant. * Align the results related to the reduction of exposure to flood risk of vulnerable populations and the reduction of GHG emissions, whether from the restoration of mangroves, strengthening of AUSCEM and MPA. * Promote improved livelihoods and community mangrove businesses that enable local people to become more resilient to climate change and conserve/restore mangroves. * Define the methodology for **monitoring and quantifying the climate impacts of the project**, including the reduction of GHG emissions and carbon sequestration in mangroves. * Collaborate with the **Safeguards Manager and gender team** to ensure that climate actions respect the principles of social and environmental equity. * Lead the **management of knowledge** on climate change issues within the project, promoting the generation of evidence, the exchange of learning and the dissemination of good practices, supported by the Communication and Knowledge Management Management. * Represent the project in technical and climate governance spaces at the national and international levels, strengthening synergies with other programs and initiatives. * Regularly visit project sites to document actual progress on Component 1 outcomes: meet with AUSCEMS beneficiary organizations, gather qualitative information, help the project team solve problems. * Propose adaptive changes, participate in reports, and other activities. * Establish strategic alliances with NGOs/CSOs/government entities focused on the mangrove ecosystem, in order to learn and share lessons learned and innovative approaches to ecosystem conservation. * Communicate internally and externally to share materials, project results, and lessons learned between project stakeholders and external audiences. * Coordinate with the monitoring and evaluation team to track the progress and impact of the project. * Contribute to project reporting requirements, including quarterly and annual reports, by providing technical data and analysis as needed. * Work closely with the technical team of the SCC, for the development of actions for adaptation and mitigation to climate change. * Develop consultation processes at the territorial level, to validate the climate change adaptation and mitigation measures that are proposed. | 85 % |
| Additional Responsibilities   * Support inclusive activities among stakeholders with partners, communities, and national government representatives for collaboration and overall efforts. * Advise the Project Director in the spaces of the management and management committees within the scope of his competence * Work closely with the project technical team to integrate gender considerations into project design, implementation, and monitoring. * Follow up on the selected consultancies and ensure alignment with the project objectives. * Collaborate closely with the project team and other project components. | 15 % |
|  | 100 % |
| **People and resource management responsibilities**   * This role involves direct supervision of staff. * Collaborate with the team to ensure compliance with project deliverables and GCF requirements. | |
| **Education, experience, skills and abilities:**  The requirements listed below are representative of the minimum level of knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. | |
| **Required (critical to successful job performance. Applicants who do not meet the required skills will not be able to be hired)**  **Education:**   * Biology; Forest; Environmental Sciences or a related field, with a master's degree in climate change, coastal resource management; or similar.   **Experience:**   * **Minimum experience of 7 to 10 years in environmental project management**, climate change, mitigation, and adaptation, preferably in coastal or blue carbon ecosystems. * Proven experience in implementing climate strategies, including mitigation and adaptation actions, carbon monitoring, and nature-based solutions. * Knowledge and application of international climate finance standards, especially the requirements of the Green Climate Fund (GCF) and other multilateral organizations, such as the IDB, GEF, etc. * **Experience in program management with MAATE and local communities**, including the integration of community actors, local governments, and the private sector in climate conservation and resilience projects. * **Ability to work in multisectoral contexts**, coordinating with government institutions, NGOs, academia and the private sector for the implementation of climate actions. * Knowledge of international climate policy frameworks, such as the Paris Agreement, Nationally Determined Contributions (NDCs), and national climate change and blue carbon strategies. * Knowledge about **the ecological and socioeconomic dynamics of mangrove ecosystems** and their role in climate change mitigation. * Experience in **the calculation of GHG emissions** and carbon accounting methodologies for blue carbon ecosystems. * Management of georeferencing and remote sensing tools for the monitoring of coastal ecosystems (GIS, satellite images, drones). * Familiarity with the **processes of climate risk analysis and vulnerability assessment**, integrating aspects of community adaptation. * Experience in budget management and climate financing, ensuring the efficient execution of resources and compliance with environmental and social impact indicators**.** * Excellent written and verbal communication skills. * Strategic thinking and focus on problem-solving in complex environments. * Ability to work in the field, in rural environments and adverse weather conditions. * Proficiency in Spanish and English (intermediate-advanced level), with technical communication skills. * Proficiency in Microsoft Office 365 programs * **Strong communication and stakeholder engagement skills**: Demonstrated ability to communicate effectively with government agencies, local communities, civil society organizations, the private sector, and other stakeholders involved in coastal resource management.   **Additional requirements:**   * Experience with multilateral projects, MAATE (desirable). * Proven knowledge of climate change (adaptation and mitigation). * Leadership and ability to manage interdisciplinary teams in the implementation of climate programs. * Advanced negotiation and alliance building skills with key players. * Experience in designing, creating and managing databases in Microsoft SharePoint. * Experience in the production and dissemination of knowledge management products and training materials. | |

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| **Working conditions:** The environment in which work is performed, especially any unique conditions outside of a normal office environment. Describe all the physical functions that are essential to the success of the position, such as diving, driving, lifting heavy objects. Please indicate the amount of domestic and international travel required. |
| 1. The position is based in Esmeraldas and requires occasional domestic and international travel. 2. Comfortable working outdoors for extended periods. 3. Ability to work extended hours to meet project deadlines. |

Approval/Acceptance of Job Description

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| Acceptance/Approval of Job Description | | | |
|  | Name (printed) | Signature | Date |
| Employee |  |  |  |
| Director |  |  |  |
| Head of Division |  |  |  |
| Human resources |  |  |  |