



JOB TITLE: National Catchment Management Officer

DIVISION: Project Management Unit (PMU)

REPORTS TO: Head of PMU

Purpose and Scope of role

The purpose of the role is primarily to manage a Global Environment Fund (GEF) project grant of USD 5m which is a component of the ADB-led Urban Water Supply and Sanitation Sector Project (UWSSSP). It will also include other catchment management activities at other Solomon Water catchments outside of the GEF programme.

The officer will coordinate engagement with stakeholders, which will comprise individuals or groups that have an interest in the outcome of the project or are likely to be affected by it. They will include local communities, customary landowners, civil society organisations, government agencies, and private sector entities. The project intervention will require changes in land use, and as such, it will involve close engagement with stakeholders involved in policies, regulation and activities that affect current and alternative land use activities. Furthermore, indigenous landowners own the majority of land in the catchment under customary land rights and are therefore central to the engagement approach.

Key Competencies

Leadership Competencies

Accountability: Holds self and others accountable for measurable high-quality, timely, and cost effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.

Customer Service: Anticipates and meets the needs of both internal and external customers. Delivers high-quality products and services; is committed to continuous improvement.

Communications: Makes clear and convincing oral presentations. Listens effectively; clarifies information as needed. Writes in a clear, concise, organized, and convincing manner for the intended audience.

Team Work/ Building: Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish group goals.

Action Management: Decisiveness: Makes well-informed, effective, and timely decision, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implication of decisions

Strategic Thinking: Formulates objectives and priorities and implements plans consistent with the long-term interest of the organization in a global environment, Capitalizes on opportunities and manages risks.

Problem solving: Identifies and analyses problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.

Safety Commitment: role models safe behaviors and ensures all staff are aware of their contribution to safety, supporting consequence management.

Key Responsibilities

The position holder will undertake the major detail tasks below:

1. Facilitate stakeholder inputs into catchment mapping and modelling results:

In coordination with the consulting organisations (currently Nakau and Fluvio) that are contracted to provide catchment management services under the UWSSSP, the officer will help coordinate consultations and engagement with catchment communities and government stakeholders after preliminary mapping and modelling results are developed. These consultations will allow communities and stakeholders to examine mapping results, identify the need for refinements or additional mapping outputs, and determine the need for additional data or site visits for calibration. These initial results will also be used to begin discussions with communities on priority areas for restoration or protection and also on strategies for near-term riparian zone restoration work.

2. Support consultations to raise awareness and build support for improved catchment planning, management and governance:

Subsequent to the above consultations, the officer will support the consulting organisations in coordinating regular engagement with government, other institutional stakeholders, and catchment communities. These consultations will: engender a systematic understanding of how various activities interact to impact on land use, water management, and water security for the GHA (informed by data collected under Task 1); build support for the establishment of an inclusive governance approach and institutional arrangements for improving catchment planning and management; and feed into the development of catchment management plans.

3. Assist in mobilizing landowner labour:

The officer will support the NGO in recruiting landowners and other members of catchment communities to provide labour for restoration activities. This “green jobs” model will achieve complimentary objectives of delivering direct benefits to landowners, while building their capacity, knowledge and trust in project interventions. Employment tasks undertaken will include site preparation, weeding, fencing, planting, and maintenance of restoration sites.

4. Support the preparation and implementation of forest carbon payment for ecosystem service (PES) projects:

As needed, the officer will assist the NGO and private sector PES subproject developer in preparing and implementing two community-based PES projects. This support may include: empowering landowner participation and education for free, prior and informed consent; establishing a representative group that will act as a focal point for engagement and participation; formulating benefit sharing plans; developing project-scale land use plans; developing monitoring plans, and implementing project agreements and plans.

6. Assist in employment and alternative livelihood activities:

The officer will help the NGO in designing and implementing interventions that increase landowners’ income, such as providing access to business and employment education and training, supporting networking and partnership development with the private sector, and providing access to start-up capital for small enterprise development.

7. Support women’s empowerment and participation:

As a cross-cutting element, the officer will help support women’s empowerment and participation in all aspects of the project. Women’s participation is a key strategy for developing fair benefit distribution arrangements from alternative livelihoods.

8. Other Tasks:

The role will also support SW activities outside of the GEF programme in terms of catchment monitoring using satellite and other information sources, coordination with the PMU Lands team and Ministry/Commissioner of Lands on resource owner’s registration and land acquisition or lease processes, and education and consultation for all catchment areas where SW currently operates or may operate in the future. The role will work closely with the SW Operations Division to ensure disruption to water supply through Resource Owner activity is minimised and relationships remain harmonious.

9. Reporting:

- Support the International Consulting organisations and PMU with routine and other reporting as required

by the GEF project outcomes and SW requirements including Board and Stakeholder reporting.

- The officer will provide other necessary support to SW and ADB throughout the project as required by undertaking additional tasks and also by providing advice to achieve the best possible outcome of the project.
- The officer will report to the Head of the Project management Unit and have a close working relationship with the consulting organisations engaged under UWSSSP to implement catchment management activities, and with the SW Operations Division of SW.

Key Skills

1. Collaboration skills in facilitating strong relationships with internal and external counterparts, Leadership
2. Team, external stakeholders and staff;
3. Demonstrate practical knowledge and understanding of community engagement and community conflict resolution;
4. Proven experience and skills in dealing with issues relating to climate change adaptation, natural resource management, sustainable forest management, biodiversity conservation, and nature-based climate solutions;
5. Demonstrated capacity to provide technical support to communities with respect to: sustainable forest management; good governance; sustainable enterprise management; monitoring and reporting; and education to enable free, prior and informed consent is preferred;
6. Demonstrated ability in planning, monitoring and project evaluation;
7. Well-developed networking skills
8. Proven experience in team work both as a leader and a team member
9. Ability to work in a high-pressure environment with proven skills in withstanding political and other pressures.
10. Computer literate, skills in GIS/QGIS will be an advantage; and
11. Excellent communication and interpersonal skills.

Qualifications or Education

Essential

- Bachelors' Degree or equivalent in Watershed or Natural Resource Management from a recognised tertiary institution. A post graduate degree in applied social sciences with a specialization in natural resources management will also be considered

Experience

- 10 years of minimum work experience in a relevant field, such as community engagement, community conflict resolution, climate change adaptation, natural resource management, sustainable forest management, biodiversity conservation, and nature-based climate solutions;
- Experience with ADB preferred.