

## I. Position Information

**Position** : **Alternative Livelihoods Development (ALD) Expert**  
**Location** : Tehran, with frequent visits to field in five provinces  
**Type of Contract** : Individual Contract  
**Languages** : Farsi, English  
**Duration of Initial Contract**: one year, renewable  
**Application Deadline** : 30<sup>th</sup> April, 2011

## II. Background

The MENARID Institutional Strengthening and Coherence in Integrated Natural Resources Management project has an overall objective of contribute to the removal of barriers to climate-resilient integrated natural resources management (INRM) in Iran by providing coordination mechanisms, policies, inventories of good practice, degradation assessments and INRM training. Participatory, gender sensitive, community-driven demonstration activities of INRM are undertaken in four watersheds, representing a range of dryland situations. The expected outcomes from project's substantive and complementary components include:

1. Enhanced engendered knowledge and understanding of the drivers of land-use change causing land, ecosystem and water degradation with consequent impacts on ecosystem services and local livelihoods
2. An enabling environment for INRM and the use of the enhanced knowledge
3. Community-driven, climate-resilient approaches and techniques for sustainable land and water management demonstrated through INRM practices

The project prioritizes engagement and mobilization of the concerned stakeholders. A community based approach is undertaken to enable the rural communities to take more direct responsibility and ownership. Using a variety of PRA tools, the local communities are assisted to; (i) assess the natural resources available; (ii) identify, prioritize and analyze their problems, needs and opportunities in land and water management; (iii) develop possible solutions based on locally appropriate and innovative technologies; and (iv) negotiate and formulate plans for putting these solutions into operation. The project will also identify and assess viability of different alternative livelihoods options to alleviate pressure on natural resources, and implement the viable ones in the four demonstration sites.

The project started in September, 2010 for five years duration. It is implemented by Forest, Range and Watershed Management Organization (FRWO) of the Ministry of Jihad Agriculture (MoJA), Government of Islamic Republic of Iran.

### III. Functions / Key Results Expected

**Summary of Key Functions :** Under the guidance and supervision of the National Project Manager (NPM), the ALD Expert will:

- Identify and assess viability of different alternative livelihoods development activities, which are in harmony with nature and provide sustainable livelihoods to local communities in most effective and efficient manner,
- Design, implement and monitor the viable alternatives in the demonstration sites,
- Provide technical inputs to the project staff and local communities to build their capacities, particularly in participatory approaches, namely Participatory Technology Development (PTD) and Farmers' Field School (FFS), and use of participatory tools and techniques for community mobilization,
- Support in developing best/good practices in participatory approaches and sustainable alternative livelihoods development,
- Support NPM in other related activities, when directed.

#### 1. Ensures implementation of operational strategies, focusing on achievement of the following results:

- Ensure development and implementation of policies and strategies for participatory development and alternative livelihoods promotion,
- Provide coaching and advisory services skill enhancement and capacity building of project staff and local communities in the areas of use of participatory techniques, PTD, FFS and ALD,
- Promote the comprehensive participatory development processes in consultation with other experts,
- Work closely with project team member to ensure that there is proper coordination and sequencing of capacity building support to the local communities.

#### 2. Ensures effective capacity building and management support, focusing on achievement of the following results:

- Identify the current state of livelihoods and status of natural resources (land, water, forests & rangelands) in the demonstration sites.
- Undertake a gender based sustainable livelihoods assessment to analyse the socio-economic condition of local communities.
- Review and identify available government schemes that can support the implementation of ALD activities in the MENARID project,
- Design and develop a strategy for promoting economically viable and socially acceptable and environment friendly sustainable livelihoods. The strategy shall integrate concept of participatory development (PTD, FFS or others),
- Elaborate a sustainable livelihoods plan with short term and medium/long term interventions which are focused on improving returns from the local opportunities, and improving the sustainable use of natural resources.
- Develop a monitoring plan to assess the successful implementation of the livelihoods plan. Follow through with user feedback, progress and integrates the feedback to the future learning initiatives.
- Conduct study programme and exposure visits as and when required.

**3. Support knowledge building and knowledge sharing, focusing on achievement of the following results:**

- ❑ Build linkages with academic institutions, training institutions and other government and non- government organizations for effective training and capacity building activities,
- ❑ Document and disseminate best/good practices on participatory approaches and indigenous innovations,
- ❑ Design new training programme by identifying lessons-learned from past activities and building on them,
- ❑ Contributions to knowledge networks and platforms.

**IV. Competencies and Critical Success Factor**

**Corporate Competencies:**

- ❑ Demonstrates commitment to UN mission, vision and values,
- ❑ Advocates and promotes the vision, mission, and strategic goals of the MENARID-Iran project,
- ❑ Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.

**Functional Competencies**

Knowledge Management and Learning

- ❑ Actively works towards continuing personal learning and development in one or more practice areas, acts on learning plan and applies newly acquired skills,
- ❑ Seeks and applies knowledge , information and best practices from within and outside of the MENARID-Iran project,
- ❑ Actively works towards continuing personal learning and development in one or more practice areas, acts on learning plan and applies newly acquired skills.

Development and Operational Effectiveness

- ❑ Ability to perform a wide range of varied, inter-related tasks,
- ❑ Ability to extract, interpret and analyze data and resolve operational problems,
- ❑ Ability to work with minimum supervision,
- ❑ Ability to train and supervise technical experts & consultants,
- ❑ Ability to plan and organize work.

Leadership and Self-Management

- ❑ Focuses on result for the client and responds positively to feedback,
- ❑ Consistently approaches work with energy and a positive, constructive attitude,
- ❑ Remains calm, in control and good humoured even under pressure.

## V. Required Knowledge and Experience

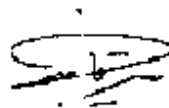
- Masters Degree in Development, Environment and Natural Resources Management, Forestry, Agriculture or related fields,
- At least 5 years of experience on sustainable livelihoods, gender analysis/integration, micro-credit schemes, community-based activities, participatory processes for decision taking and implementation at the community level, and
- Proven strong experience in sustainable livelihoods framework, participatory technology development, farmers' field schools and community empowerment processes,
- Good understanding of socio-cultural, political and economic background of the local communities, and ability to analyze them,
- Excellent interpersonal and communication skills,
- Experience in the usage of computers packages (MS Word, Excel, etc),
- Previous experience with UNDP/Government of Islamic Republic of Iran's projects in similar position will be an advantage,
- Earlier experience in implementing PTD/Farmers' Field School concepts, principles, tools and methodologies will be an advantage,
- Fluency in Farsi and English (reading, writing, speaking).

## VI. Additional Information

- Please send a cover letter justifying your candidature together with an updated CV of maximum three pages to -----
- Applications received after the deadline will not be considered.
- Only short-listed candidates will be contacted for further selection process.

## Signatures- Job Description Certification

Direct Supervisor (National Project Manager)

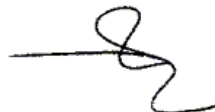


Name: Seyed Abolfazl Mirghasemi

Signature

Date: 9<sup>th</sup> April 2011

Acting NPD (National Project Director)



Name: Parviz Garshasebi

Signature

Date: 9<sup>th</sup> April 2011