

I. Position Information

Position	: Senior Integrated Natural Resources Management (INRM) 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 th 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 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), Senior INRM Expert will:

- Support in developing the suitable strategy and methodology for implementation of INRM interventions by effectively responding to communities' environment and natural resource-based livelihood needs,
- Provide technical inputs to implementation of various activities that contributes towards INRM at national, provincial and community level,
- Support National Project Director (NPD) and National Project Manager (NPM) to

<p>supervise and coordinate the project according to UNDP NEX rules and procedures.</p> <ul style="list-style-type: none"> ▪ Work as counter-part of Chief Technical Advisor (CTA) and support him in providing strategic direction and technical support to the project, ▪ Support NPM and CTA in other related activities, when desired.
<p>1. Ensures implementation of operational strategies, focusing on achievement of the following results:</p> <ul style="list-style-type: none"> ❑ Support NPM in providing strategic leadership, management and oversight of the project and the field team, ❑ Identify new strategic programming and partnerships opportunities and develop collaboration with relevant agencies in INRM and livelihoods promotion, ❑ Contribute towards promoting cooperation and coordination among different government departments and stakeholders in INRM, ❑ Work closely with project team member to ensure that there is proper coordination and sequencing of technical, financial and monitoring support to the communities and households given the identified needs, ❑ Support CTA in promoting strategic visioning, mainstreaming, programming and other aspects in the project.
<p>2. Ensures effective and efficient functioning of the Project Management Unit (PMU), focusing on achievement of the following results:</p> <ul style="list-style-type: none"> ❑ Conduct research to identify root causes of natural resources degradation in project area and design suitable strategies to address them, ❑ Providing guidance and support to the field teams in implementing and monitoring environment and natural resource based livelihoods promotion activities, ❑ Assist local communities to identify their livelihood needs in harmony with environment and natural resources base, ❑ Facilitate field teams and local communities to design, implement and manage natural resources-based activities with the objective of protecting the natural resources while creating short-term and long-term employment, ❑ Contribute in preparation and submission of project documents to UNDP/GEF, ❑ Follow up on deadlines, commitments made, actions taken and coordination of collection and submission of the reports to the NPM, ❑ Support CTA in preparing terms of reference to the recruitment of consultants/external services, ❑ Keep informed the NPM and CTA of trends and issues with respect to the project management and coordination.
<p>3. Ensures effective capacity building and management support, focusing on achievement of the following results:</p> <ul style="list-style-type: none"> ❑ Guide and support other experts to carry Training Need Assessment of the project team and local communities and design capacity building plan for them. ❑ Build the staff capacities in integrated natural resources management and participatory development. ❑ Provide training/orientation to communities and households on sustainable natural resource management, alternative livelihoods promotion, and disaster risk reduction. ❑ Support CTA in developing strategies for promoting Community Resource Person

<p>(CRP) Concept.</p> <ul style="list-style-type: none"> ❑ Support implementing CRP concept through promoting local women and youth and their community-based organizations as local experts/resources to provide technical support to communities/households in natural resource management based livelihoods promotion. ❑ Conduct training and organize exposure visits as and when required
<p>4. Support knowledge building and knowledge sharing, focusing on achievement of the following results:</p> <ul style="list-style-type: none"> ❑ Design, advice, support and advocate policy issues related to coordination, collaboration and synergy in promoting INRM within the project and with other programme. This includes the development of policy papers and briefing notes, as well as consultation with key stakeholders, ❑ Build linkages with academic institutions, training institutions and other government and non- government organizations for effective implementation of sustainable natural resources management activities, ❑ Design new projects initiatives by identifying lessons-learned from past activities and building on them in the field of sustainable natural resource management, ❑ Contributing in the documentation and dissemination of learning from the successful practices in the INRM. ❑ Contributions to knowledge networks and platforms.

<p>IV. Competencies and Critical Success Factor</p>
<p>Corporate Competencies:</p> <ul style="list-style-type: none"> ❑ 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. <p>Functional Competencies</p> <p><u>Knowledge Management and Learning</u></p> <ul style="list-style-type: none"> ❑ 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 project, ❑ Actively works towards continuing personal learning and development in one or more practice areas, acts on learning plan and applies newly acquired skills. <p><u>Development and Operational Effectiveness</u></p> <ul style="list-style-type: none"> ❑ 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

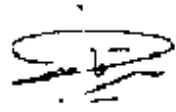
- ❑ PhD/Masters degree in Natural Resource Management, Forestry, Environmental Science, Agriculture or related fields.
- ❑ Minimum 10 years of progressively responsible experience in similar areas.
- ❑ Proven strong experience in environment and natural resources management.
- ❑ Earlier experience in designing and implementing participatory development (PTD, Farmers’ Field School) and sustainable livelihoods projects/interventions,
- ❑ 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 is highly desirable,
- ❑ 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

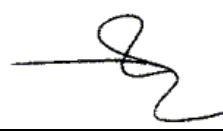
Direct Supervisor (National Project Manager)



Name: Seyed Abolfazl Mirghasemi Signature

Date: 9th April 2011

Acting NPD (National Project Director)



Name: Parviz Garshasebi Signature

Date: 9th April 2011