



PARTICIPATORY PLANTATION FORESTRY PROGRAMME

## Participatory Plantation Forestry Programme Employment Opportunities

Participatory Plantation Forestry Programme Phase II (PPF II) which was launched by the Deputy Minister MNRT and the Ambassador of Finland on 14<sup>th</sup> November 2019 intends to recruit staff as listed below:

	(Number of positions)
1) Socio Economist (SE)	(1)
2) Market Systems Development Specialist (MSDS)	(1)
3) Forest Industry Cluster Coordinator (FICC)	(3)
4) Land Use Planning Expert (LUPE)	(1)
5) Monitoring & Evaluation Expert (MEE)	(1)
6) Forestry Extension Officer (FEO)	(4)
7) Wood Industry Extension Officer (WIEO)	(4)
8) Forestry Extension Worker (VET III pilot graduates from FTI) (FEW)	(6)
9) Forest Industry Extension Worker (VET III pilot graduates from FITI) (WIEW)	(8)
10) Forestry and Wood Industry Tutor VET I – III tutor (WIT)	(3)
11) Nursery Manager (NM)	(1)
12) Bio Energy Tutor (BET)	(1)

Further information is available at <http://www.privateforestry.or.tz/en>

If you are qualified and are ready to share your expertise working in an international team, send your current CV (with passport photo) and application letter, in English, by email to: [sna@niras.com](mailto:sna@niras.com)

**The deadline for receiving applications is Friday 29<sup>th</sup> November 2019.**

Only shortlisted candidates will be contacted.

## Socio Economist (SE) (1)

Socio Economist	
Education:	MSc or higher degree in sociology, or socio-economics
Language:	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in English and Swahili to professional publication standard)
Qualifications:	<ul style="list-style-type: none"> <li>○ Experience of designing, implementing, analyzing and documenting socio-economic surveys</li> <li>○ Demonstrated familiarity with rural development, organization development and small grower financing</li> <li>○ Proven understanding of land tenure issues in the Southern Highlands of Tanzania</li> <li>○ Proven capacity to strengthen tree growers' associations and M/SMEs operating in Southern Highlands of Tanzania</li> <li>○ Good knowledge of development policies used in Tanzania</li> <li>○ Understanding and experience of results-based management (RBM) including implementation of surveys to collect and analyze indicator data</li> <li>○ Minimum 8 years of relevant professional experience in supporting rural development assistance projects including land tenure issues</li> <li>○ Experience in working through partnerships and with service providers</li> <li>○ Good knowledge of private sector development and enterprise development</li> <li>○ Experience with forestry programmes is an asset</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Good writing and communication skills</li> <li>○ Capacity in team building</li> <li>○ Developed skills in capacity building and transferring of socio economic knowledge and skills to PFP partners and beneficiaries</li> <li>○ Proven understanding of human rights based approach (HRBA) in development programmes, and of mainstreaming of gender to PFP's programme implementation</li> <li>○ Good computer and report writing skills</li> </ul>
Responsibilities	SE reports directly to Chief Technical Advisor (CTA) and supports as necessary. Supports the CTA in ensuring that the HRBA is prioritized. SE will represent the CTA of behalf of the PFP Programme when the CTA is out of Tanzania.

	<ul style="list-style-type: none"> <li>○ Ensures the inclusion of all socio-economic aspects in PFP programme work</li> <li>○ Assesses socio-economic outcomes of all PFP programme activities</li> <li>○ Monitors implementation of socio economic activities</li> <li>○ Responsible for planning the HRBA and gender training for PFP staff and PFP's service providers during the inception phase</li> <li>○ Work closely with the district community development officers and local NGOs</li> <li>○ Responsible for the establishment of a code-of-conduct according to the best international standards during the inception phase</li> <li>○ Establish and maintain effective working relationships with service providers, partners and stakeholders</li> <li>○ Participate in preparing the inception report with recommendations for required changes in the programme document including revised results framework with indicators, baselines and targets, risk matrix and mitigation strategies, job descriptions and evaluation plan</li> <li>○ Participate in planning, monitoring and reporting of the PFP Programme activities, achievements and expenditures</li> <li>○ Participate in the preparation of TORs for consultancies and studies, including in evaluation of proposals and supervision of contracts</li> <li>○ Guide and monitor the service delivery</li> </ul>
Duration	<p>Long term recruitment from January to December 2020 with the possibility of extensions up to October 2023 depending on performance and need.</p> <p>Maximum total input is 36.5 months.</p>
Duty station / working area	<p>Iringa / Southern Highlands</p>

## Market Systems Development Specialist (MSDS) (1)

Market Systems Development Specialist	
Education:	MSc or higher degree in directly relevant subject
Language:	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in English and Swahili to professional publication standard)
Qualifications:	<ul style="list-style-type: none"> <li>○ At least 5 years of relevant working experience in forest products marketing and marketing as a whole</li> <li>○ Strong expertise in value chain development, forestry sector as an extra advantage</li> <li>○ Publications in recognized technical journals</li> <li>○ Knowledge of forestry sector market actors, machine manufactures and institutions operating in market systems development both in national and regional level would be an advantage</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Ability to work in a multi culture environment</li> <li>○ Strong networking ability and facilitation skills</li> </ul>
Responsibilities	<p>MSDS reports directly to Chief Technical Advisor (CTA) and supports as necessary.</p> <p>The Market Systems Development Specialist will apply a market systems approach to interact with market actors in the Southern Highlands (SH) forestry and wood industry sector including but not limited to: a) suppliers of equipment and services to both tree growers and wood processors; b) small scale tree growers organised into tree growers associations; c) forest harvesting and wood haulage contractors; d) micro, small and medium wood processors.</p> <p>The Incumbent will identify and engage private sector partners who can support the aims of the activity and are willing to invest in providing high quality forestry related products and supporting services to forestry value chain actors. Specifically, the Market Systems Development Specialist will:</p> <ul style="list-style-type: none"> <li>○ Identify market actors, assess end markets, develop value chain maps, identify challenges and opportunities in forestry sector to develop and create market-based solutions to integrate small-scale wood producers into their supply chains and commercial distribution networks</li> <li>○ Conducting market research, mapping, consultations and workshops to design appropriate market driven interventions</li> <li>○ Develop a detailed inventory of contacts in private sector companies and other relevant stakeholders to build relationships with private companies and other relevant stakeholders serving forestry value chain actors in the Southern Highlands</li> <li>○ Conduct business feasibility studies to create innovative forest products and services</li> </ul>

	<ul style="list-style-type: none"> <li>○ Support business planning at all levels of forestry operations and support forestry enterprises in accessing finance for new investments and improved operations</li> <li>○ Facilitate, monitor and provide feed-back for successful implementation of the designed interventions at field level</li> <li>○ Provide capacity building and training to enhance knowledge and skills of the PFP programme staff and its beneficiaries</li> <li>○ Improve and adapt PFP II strategy through internal and external collaboration and learning</li> <li>○ Arrange &amp; facilitate trade fairs and exhibition and other PFP supporting marketing activities</li> <li>○ Coordinate with the public sector, public-private institutions, PFP partners and associated stakeholders in Southern Highlands.</li> <li>○ Collect stakeholder reports, generate reports, case studies and other communications as necessary.</li> </ul>
Duration	Long term recruitment from January to December 2020 with the possibility of extensions up to October 2023 depending on performance and need.
Duty station / working area	Iringa / Southern Highlands

## Forest Industry Cluster Coordinator (FICC) (3)

Forest Industry Cluster Coordinator (Makete)	
Education:	BSc degree or higher in forestry, wood industry, production management or business management preferably with long and strong practical work experience in forestry and wood processing
Language:	English and Swahili
Qualifications:	<ul style="list-style-type: none"> <li>○ Five years experiences of smallholder forestry and M/SME wood industry value chain development</li> <li>○ Experience and strong knowledge of wood processing and production operations with some experiences in forest plantation operations</li> <li>○ Experience of vertical integration of tree growers and M/SME enterprises in Tanzania</li> <li>○ Willingness to adapt to the programme, its code of conduct and its human rights based approach</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Practical hands-on experiences in plantation forestry and wood industries and small scale wood processing in Eastern and Southern Africa</li> <li>○ Strong networking and facilitation skills</li> <li>○ Strong planning and reporting skills</li> <li>○ Experiences in capacity building, training and transfer of knowledge and skills in forestry and wood processing is an extra advantage</li> <li>○ Knowledge and experiences on forestry value approaches and development</li> <li>○ Ability to collaborate effectively with senior government officials</li> </ul>
Responsibilities	<p>FICC reports directly to Chief Technical Advisor (CTA) and supports as necessary. Specific tasks include:</p> <ul style="list-style-type: none"> <li>○ Maintain close collaborative links with the Forest Industry Cluster Coordinators (Mafinga and Njombe)</li> <li>○ Progress Makete Forest Industry Cluster Development in collaboration with Regional and District business councils, District and Village Government, TGAs and TFS</li> <li>○ Develop approaches for PFP to most effectively stimulate forest industries whilst ensuring equitable distribution of benefits</li> <li>○ Provide on-the-job training to six extension officers and twelve extension workers in appropriate plantation forest operations and small scale wood processing operations</li> <li>○ Contribute to PFP's timely programme planning, data management and reporting</li> </ul>

	<ul style="list-style-type: none"> <li>○ Establish links with OSHA and NSSF to promote occupational safety and health issues in forestry and wood industries and to promote social security provisions for temporary as well as permanent labour</li> </ul>
Duration	Long term recruitment from January to December 2020 with the possibility of extensions up to October 2023 depending on performance and need.
Duty station	Makete

Forest Industry Cluster Coordinator (Njombe)	
Education:	MSc degree in forestry, wood technology, production management or business management with some practical work experience in forestry and/or wood processing
Language:	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in English and Swahili to professional publication standard.
Qualifications:	<ul style="list-style-type: none"> <li>○ Five years professional level experience with strong record of achievement in commercial forestry and/or wood industry operations</li> <li>○ Relevant publications in technical journals in topics like forestry, wood technology and forest industries</li> <li>○ Experience of forest fire management</li> <li>○ Experience of working in multi-cultural teams</li> <li>○ Experience of and willingness to work with smallholders and M/SMEs as well as with industry CEOs and senior government officials</li> <li>○ Willingness to adapt to the PFP programme, its code of conduct and its human rights based approach</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Practical hands-on experiences in plantation forestry and wood industries and small scale wood processing in Eastern and Southern Africa</li> <li>○ Strong networking and facilitation skills</li> <li>○ Strong planning and reporting skills</li> <li>○ Experiences in capacity building, training and transfer of knowledge and skills in forestry and wood processing is an extra advantage</li> <li>○ Knowledge and experiences on forestry value approaches and development</li> <li>○ Ability to collaborate effectively with senior government officials</li> </ul>
Responsibilities	<p>FICC reports directly to Chief Technical Advisor (CTA) and supports as necessary. Specific tasks include:</p> <ul style="list-style-type: none"> <li>○ Progress Njombe Forest Industry Cluster Development in collaboration with Regional and District business councils, District and Village Government, TGAs and TFS</li> <li>○ Maintain close collaborative links with the Forest Industry Cluster Coordinators (Mafinga and Makete)</li> <li>○ Negotiate with preselected villages for year 2 co-operation with PFP and establish MoUs between the willing villages and PFP II</li> <li>○ Provide technical support to the Tanzania Tree Growers Associations Union on enterprise development</li> </ul>



	<ul style="list-style-type: none"> <li>○ Contribute to PFP's timely programme planning, data management and reporting</li> <li>○ Establish links with OSHA and NSSF to promote occupational safety and health in the forestry and wood industries and to promote social security provisions for temporary as well as permanent labour</li> </ul>
Duration	Long term recruitment from January to December 2020 with the possibility of extensions up to October 2023 depending on performance and need.
Duty station	Njombe

Forest Industry Cluster Coordinator (Mafinga/Mufindi)	
Education:	MSc degree in forestry, wood technology, production management or business management with some practical work experience in forestry and/or wood processing
Language:	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in English and Swahili to professional publication standard)
Qualifications:	<ul style="list-style-type: none"> <li>○ Five years professional level experience with strong record of achievement in commercial forestry and/or wood industry operations</li> <li>○ Relevant publications in technical journals in topics like forestry, wood technology and forest industries</li> <li>○ Experience of and willingness to work with smallholders and M/SMEs as well as with industry CEOs and senior government officials</li> <li>○ Willingness to adapt to the PFP programme, its code of conduct and its human rights based approach</li> <li>○ Experience of working in multi-cultural teams</li> <li>○ Experience in forestry education and training is an advantage</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Practical hands-on experiences in plantation forestry and wood industries and small scale wood processing in Eastern and Southern Africa</li> <li>○ Strong networking and facilitation skills</li> <li>○ Strong planning and reporting capability</li> <li>○ Experiences in capacity building, training and transfer of knowledge and skills in forestry and wood processing is an extra advantage</li> <li>○ Knowledge and experiences on forestry value approaches and development</li> <li>○ Ability to collaborate effectively with senior government officials</li> </ul>

Responsibilities	<p>Reports directly to CTA and supports as necessary. Specific tasks include:</p> <ul style="list-style-type: none"> <li>○ Progress Mafinga/Mufindi Forest Industry Cluster Development in collaboration with Regional and District business councils, District and Village Government, TGAs and TFS</li> <li>○ Support SHIVIMITA on forestry and wood industry related technical issues</li> <li>○ Maintain close collaborative links with the Forest Industry Cluster Coordinators in Makete and Njombe</li> <li>○ Negotiate with preselected villages for year 2 co-operation with PFP and establish MoUs between the willing villages and PFP II</li> <li>○ Establish links between TGAs and FWITC on capacity building and training</li> <li>○ Plan forest industry cluster development support for year 2</li> <li>○ Contribute to PFP's timely programme planning, data management and reporting.</li> <li>○ Establish links with OSHA and NSSF to promote occupational safety and health in the forestry and wood industries and to promote social security provisions for temporary as well as permanent labour</li> </ul>
Duration	<p>Long term recruitment from January to December 2020 based on receipt of application and competitive open selection procedures with the possibility of extensions up to October 2023 depending on performance and need.</p>
Duty station	<p>FWITC, Mafinga</p>

## Land Use Planning Expert (LUPE) (1)

Land-use planning, GIS and planning expert	
Education	MSc / BSc degree in land use planning and management, GIS or other relevant subject
Language	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in English and Swahili to professional publication standard)
Qualifications	<ul style="list-style-type: none"> <li>○ Proven competence in contemporary village land use planning processes in Tanzania.</li> <li>○ Previous working experience on developing village land use planning processes with PFP1 will be a strong advantage</li> </ul>
Skills	<ul style="list-style-type: none"> <li>○ Good writing and communication skills</li> <li>○ Proven skills in forestry assessment and ecology</li> <li>○ High level competency in forest resource assessment, GPS survey and use of open data kit</li> <li>○ Good knowledge on forest and natural resource management, conservation, remote sensing and GIS</li> <li>○ Proven skills in information technology and database management</li> </ul>
Responsibilities	<p>LUPE reports directly to Chief Technical Advisor (CTA) and supports as necessary. Specific tasks include:</p> <ul style="list-style-type: none"> <li>○ Ensures that the planning, implementation, monitoring and evaluation processes of PFP II are as inclusive, participatory, non-discriminatory, transparent and openly accountable as possible</li> <li>○ Collaborate with other relevant organisations to obtain highest possible compatibility of GIS and other databases among all</li> <li>○ Develop appropriate systems for the programme in land-use and forestry planning, GIS and monitoring</li> <li>○ Undertakes survey and mapping exercises as needed by the PFP Phase II</li> <li>○ Ensures thorough quality control in village land use planning and other survey works implemented by the PFP programme</li> <li>○ Train District Government VLUP teams to use spatial planning tools and GIS</li> <li>○ Oversee preparation of VLUPs for targeted villages</li> </ul>
Duration	Long term recruitment from January to December 2020 with the possibility of extensions up to October 2023 depending on performance and need.
Duty station / working area	Iringa / Southern Highlands

## Monitoring & Evaluation Expert (MEE) (1)

Monitoring, Evaluation, Learning and Feedback Expert	
Education:	MSc. degree in land use planning and management, forestry or other relevant subject
Language:	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in English and Swahili to professional publication standard)
Qualifications:	<ul style="list-style-type: none"> <li>○ Minimum two year experience in international forestry projects supporting RBM through surveys and collection of indicator data</li> <li>○ Experience in monitoring and evaluation (M&amp;E) of international development programmes</li> <li>○ Experience in GIS and database management</li> <li>○ Experience and capacities in information technology and management of data analyses</li> <li>○ Ability to lead and supervise survey and M&amp;E teams</li> <li>○ Trustworthy and discretion in dealing with confidential information</li> <li>○ High level of integrity and commitment to HRBA in the implementation of development programmes</li> <li>○ Responsible approach to ensuring quality in information sharing and management</li> <li>○ Knowledge and awareness of Ministry for Foreign Affairs of Finland (MFA) M&amp;E rules and regulations is an advantage</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Good writing and communication skills</li> <li>○ Forestry assessment and ecology</li> <li>○ High level competency in forest resource assessment, GPS survey and use of open data kit</li> <li>○ Forest and natural resource management and conservation,</li> <li>○ Remote sensing and GIS</li> <li>○ Ability to design and implement research works and surveys for implementation of effective M&amp;E exercises</li> <li>○ Proven skills in information technology and database management</li> </ul>
Responsibilities	<p>MEE reports directly to Chief Technical Advisor (CTA) and supports as necessary. Specific tasks include:</p> <ul style="list-style-type: none"> <li>○ Designs and undertakes baseline and periodic surveys to facilitate result based management of the PFP Programme and its phase II implementation</li> <li>○ Ensures that planning, implementation, monitoring and evaluation processes of PFP II are as inclusive, participatory, non-discriminatory, transparent and openly accountable as possible</li> </ul>

	<ul style="list-style-type: none"> <li>○ Supports tendering of survey works that are best implemented by the external service providers for the PFP Programme</li> <li>○ Supports PFP's Steering Committee (SC) with secretariat (meeting minute taking) duties</li> <li>○ Provides training to PFP staff and external service providers on survey protocols and procedures applicable for PFP approach</li> <li>○ Supports development of PFP's programme information management system, forest information system and market information system</li> <li>○ Supports specifically development of Forest Information System for Makete villages</li> <li>○ Drafts and writes PFP's periodic and M&amp;E reports</li> <li>○ Undertakes specific assignments as may be required by the CTA from time to time</li> </ul>
Duration	Long term recruitment from January to December 2020 with the possibility of extensions up to October 2023 depending on performance and need.
Duty station / working area	Iringa / Southern Highlands

## Forestry Extension Officer (FOE) (4)

Forestry Extension Officers	
Education:	Minimum Diploma / BSc in Forestry
Language:	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in both English and Swahili to internal technical reporting standard)
Qualifications:	<ul style="list-style-type: none"> <li>○ Proven experiences in forest extension works with tree growers and smallholders</li> <li>○ Experience in developing tree growers' associations</li> <li>○ Experience in plantation forest management</li> <li>○ Experience in forest harvesting and logging operations carried out in plantation forests</li> <li>○ Previous working experience with PFP1 is a strong advantage</li> <li>○ Experiences in establishing and developing of micro and small enterprises is an advantage</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Good writing and communication skills</li> <li>○ Forestry assessment and ecology</li> <li>○ Experiences in plantation forest management</li> <li>○ Forest harvesting and logging abilities to work with and demonstrate for operations for tree growers</li> <li>○ High level competency in forest resource assessment, GPS survey and use of open data kit.</li> <li>○ Forest harvesting and logging abilities to transfer skills and competences for Forestry Extension Workers</li> <li>○ Abilities to organize and supervise FEWs</li> <li>○ Skills in team building and implementation of participatory forest extension activities</li> </ul>
Responsibilities	<ul style="list-style-type: none"> <li>○ Subject to satisfactory completion of PFP's internal training; be deployed to cluster of forest rich villages where FOE will report to concerned Forest Industry Cluster Coordinator</li> <li>○ Forest value chain development in the PFP phase II selected and assigned villages</li> <li>○ Supports and assists Forestry Extension Workers to do PFP extension activities in their PFP phase II selected and assigned villages</li> <li>○ Support and advise TGAs in woodlot management planning by training TGA Facilitators and Forestry Extension Workers in providing woodlot management services to TGAs and their respective members</li> </ul>

	<ul style="list-style-type: none"> <li>○ Maintain close cooperation with district and village governments</li> <li>○ Participate in PFP's baseline surveys and contribute to PFP's periodic reports as required by the PFP programme</li> <li>○ Support formation and development of tree grower associations within the PFP phase II selected and assigned areas</li> <li>○ Ensure that TGAs are strengthened on TGA administration and financial management and administration as well as in forest plantation management practices such as forest plot establishment, fire protection, pruning, thinning and harvesting</li> <li>○ Ensure that all TGAs have constitutions, bylaws and bank accounts accessible and TGAs are officially registered with district government</li> <li>○ Ensure that TGAs provide services to tree growers on group fire management, pruning, thinning, harvesting and marketing of forest products</li> <li>○ Ensure that planning, implementation, monitoring and evaluation processes of PFP II are as inclusive, participatory, non-discriminatory, transparent and openly accountable as possible</li> <li>○ Take personal responsibility for own occupational health and safety</li> <li>○ Supervise that all FEWs and project service providers will use personal protective clothing and equipment in their work</li> </ul>
Duration	From January to December 2020 (dependant on successful completion of internal training) with the possibility of extensions up to October 2023 depending on performance and need.
Duty station	Southern Highlands, duty station will be assigned after successful completed of PFP internal training



## Wood Industry Extension Officer (WIEO) (4)

Wood industry extension officers	
Education:	BSc or Diploma in wood technology
Language:	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in both English and Swahili to internal technical reporting standard)
Qualifications:	<ul style="list-style-type: none"> <li>○ Experience in small scale wood processing operations</li> <li>○ Knowledge and skills on basic sawmill maintenance and sawdoctoring applicable for MSMEs operating in wood processing</li> <li>○ Ability to design and develop records keeping systems for sawmill operations</li> <li>○ Previous working experience in wood industry an advantage</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Good writing and communication skills</li> <li>○ Forest harvesting and logging abilities to work with and demonstrate for operations for tree growers</li> <li>○ Forest harvesting and logging abilities to transfer skills and competences for Forestry Extension Workers and for the small scale tree growers</li> <li>○ Abilities to organize and supervise FIEWs</li> <li>○ Skills in team building and implementation of extension activities</li> </ul>
Responsibilities	<ul style="list-style-type: none"> <li>○ Subject to satisfactory completion of PFP's internal training; be deployed to cluster of forest rich villages where WIEO will report to concerned Forest Industry Cluster Coordinator</li> <li>○ Forest value chain development in the PFP phase II selected and assigned villages</li> <li>○ Supports and assists Forestry Industry Extension Workers to do PFP extension activities in their PFP phase II selected and assigned villages</li> <li>○ Supervise extension activities of the WIEOs</li> <li>○ Maintain close cooperation with district and village government</li> <li>○ Participate in PFP's baseline surveys and contribute to PFP's periodic reports as required</li> <li>○ Monitor wood prices along the value chain in Southern Highlands and report these to WIEO and PFP</li> <li>○ Support formation and development of affinity groups of entrepreneurs with similar interests along the value chain and work with them to provide entry point support on business planning and finding of finances</li> </ul>

	<ul style="list-style-type: none"> <li>○ Plan and provide demonstrations on appropriate processing technologies applicable for wood processing</li> <li>○ Organise FWITC support on capacity building and training of workers at the PFP selected and assigned villages</li> <li>○ Promote improved business practices by improving awareness, and providing demonstrations and training</li> <li>○ Promote awareness and compliance with OSHA and NSSF</li> <li>○ Ensure that planning, implementation, monitoring and evaluation processes of PFP II are as inclusive, participatory, non-discriminatory, transparent and openly accountable as possible</li> <li>○ Take personal responsibility for own occupational health and safety</li> <li>○ Supervise that all FIEWs and project service providers will use personal protective clothing and equipment in their work</li> </ul>
Duration	From January to December 2020 (dependant on successful completion of internal training) with the possibility of extensions up to October 2023 depending on performance and need.
Duty station	Southern Highlands, duty station will be assigned after successful completed of PFP internal training

## Wood Industry Extension Worker (WIEW) (8)

Wood Industry Extension Worker	
Education:	Graduate of the piloted FITI wood industry attendant VET 3 course
Language:	Swahili with some basic English comprehension
Qualifications:	<ul style="list-style-type: none"> <li>○ Ability to guide and work with tree growers, farmers and MSME workers</li> <li>○ Ability to give practical examples on wood processing operations, specifically in sawmilling, and forest harvesting, logging and transportation</li> <li>○ Skills and knowledge of basic sawmill and wood processing operations</li> <li>○ Skills for basic maintenance and sawdoctoring operations in sawmilling and wood processing</li> <li>○ Understanding and knowledge of forestry value chain in Tanzania</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Good writing and communication skills</li> </ul>
Responsibilities	<ul style="list-style-type: none"> <li>○ Subject to satisfactory completion of training; be deployed to cluster of forest rich villages where will report to concerned Forest Industry Extension Officer</li> <li>○ Responsible for forest value chain development within the selected PFP village WIEW is working</li> <li>○ Maintain close cooperation with village government, TGA and MSME wood processors</li> <li>○ Participate in PFP's baseline surveys and contribute to PFP's periodic reports as required</li> <li>○ Monitor timber and saw log prices along the value chain and report these to WIEO and PFP</li> <li>○ Support formation and development of affinity groups of entrepreneurs with similar interests along the value chain and work with them to provide entry point support on business planning and demonstrations of appropriate technologies</li> <li>○ Acting as a trainer on capacity building and training of wood industry workers</li> <li>○ Promote improved business practices through improvement of awareness, demonstrations and training of MSMEs</li> <li>○ Promote awareness and compliance with OSHA and NSSF</li> <li>○ Ensure that planning, implementation, monitoring and evaluation processes of PFP II are as inclusive, participatory, non-discriminatory, transparent and openly accountable as possible</li> </ul>

Duration	January to December 2020 (dependant on successful completion of internal training) with the possibility of extensions up to October 2023 depending on performance and need.
Duty station	Southern Highlands, duty station will be assigned after successful completed of PFP internal training

## Forestry Extension Worker (FEW) (6)

Forestry extension worker	
Education:	Graduate of the piloted FTI forestry attendant VET 3 course
Language:	Swahili with some basic English comprehension
Qualifications:	<ul style="list-style-type: none"> <li>○ Skills and knowledge on basic forest harvesting, logging and transportation in the forest plantation conditions</li> <li>○ Skills to maintain chain saws and basic forestry tools</li> <li>○ Knowledge of appropriate forest harvesting techniques</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Ability to give practical examples and demonstrate forest harvesting, logging and transportation of raw materials from the forest plantation to processing and sawmill sites</li> <li>○ Ability to guide and work with tree growers and farmers</li> <li>○ Ability to give practical examples on forestry operations, specifically in harvesting, logging and transportation</li> <li>○ Skills for basic maintenance of chain saws and forest harvesting tools</li> <li>○ Understanding and knowledge of forestry value chain in Tanzania</li> </ul>
Responsibilities	<ul style="list-style-type: none"> <li>○ Subject to satisfactory completion of training; be deployed to cluster of forest rich villages where will report to concerned Forestry Extension Officer</li> <li>○ Responsible for forest plot and plantation development</li> <li>○ Participate in PFP's baseline surveys and contribute to PFP's periodic reports as required</li> <li>○ Monitor raw material and log prices along the value chain and report these to FEO and PFP</li> <li>○ Support formation and development of tree grower associations throughout the selected and assigned PFP villages and areas</li> <li>○ Support woodlot owners in preparation of simple woodlot management plans that conform with best silviculture operating practices</li> <li>○ Ensure that all TGAs are strengthened on TGA administration, financial management and administration, plantation management (establishment, fire protection, pruning, thinning and harvesting)</li> <li>○ Ensure all TGAs have constitutions, bylaws and bank accounts and are registered with district government.</li> <li>○ Provide training and extension services to tree growers on group fire management, pruning, thinning, harvesting and marketing</li> </ul>

	<ul style="list-style-type: none"> <li>○ Ensure that the planning, implementation, monitoring and evaluation processes of PFP II are as inclusive, participatory, non-discriminatory, transparent and openly accountable as possible</li> <li>○ Promote awareness and compliance with OSHA and NSSF</li> </ul>
Duration	From January to December 2020 (dependant on successful completion of internal training) with the possibility of extensions up to October 2023 depending on performance and need.
Duty station	Southern Highlands, duty station will be assigned after successful completed of PFP internal training

## Forestry and Wood Industry Tutor (WIT) (3)

Wood Industry Attendant (VET 1 – 3 tutors from FITI)	
Education:	BSc in Forestry or Diploma in Wood Technology with minimum of 3 years of experience in VET level education
Language:	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in both English and Swahili to internal technical reporting standard)
Qualifications:	<ul style="list-style-type: none"> <li>○ Good writing and communication skills</li> <li>○ Experience of delivering vocational education and training levels 1 – 3 for wood industry attendants</li> <li>○ Ability to plan, design and implement VET level 1, 2 and 3 education in theory and practicals</li> <li>○ Ability to organize VET level 1, 2 and 3 programmes</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Ability to teach on students in vocational education and training</li> <li>○ Experiences on wood processing operations, specifically in small scale sawmill operations</li> <li>○ Experience on basic maintenance and sawdoctoring carried out in small scale sawmill operations</li> </ul>
Responsibilities	<ul style="list-style-type: none"> <li>○ Prepare and deliver VET level 1, 2 and 3 courses on wood processing at the FWITC</li> <li>○ Prepare and deliver short courses for wood industry workers at the FWITC and with the FWITC's mobile training units</li> <li>○ Promote female participation and avoid any social discrimination in selection of beneficiaries and monitor participation in all short and long courses by gender and vulnerability</li> <li>○ Identify specific support needs for women and vulnerable groups and provide this support</li> <li>○ Become familiar with wood industries in Southern Highlands to support MSMEs through provision of training</li> <li>○ Ensure that the planning, implementation, monitoring and evaluation processes of PFP II are as inclusive, participatory, non-discriminatory, transparent and openly accountable as possible</li> </ul>
Duration	Long term recruitment from July 2020 to June 2021 with the possibility of extensions up to October 2023 depending on performance and need.
Duty station	FWITC, Mafinga and Southern Highlands

## Nursery Manager / Tutor (NM/T) (1)

FWITC Nursery Manager / Tutor	
Education:	BSc in Forestry
Language:	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in both English and Swahili to internal technical reporting standard)
Qualifications:	<ul style="list-style-type: none"> <li>○ Proven competence in managing containerized tree seedling nursery</li> <li>○ Experience in supporting tree breeding a distinct advantage</li> <li>○ Diligence</li> <li>○ Integrity</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Good writing and communication skills</li> <li>○ Experience in supervising people in forest nursery operations</li> </ul>
Responsibilities	<ul style="list-style-type: none"> <li>○ Manage containerised tree seedling nursery at FWITC including marketing, nursery operations with strong control of costs, and financial analysis of business performance</li> <li>○ Provide training and demonstrations to existing and potential entrepreneurs, students and workers</li> <li>○ Raise seedlings for seed orchards and support seed orchard activities including harvesting and marketing of improved tree seeds from supported seed orchards</li> <li>○ Ensure that the planning, implementation, monitoring and evaluation processes of PFP II are as inclusive, participatory, non-discriminatory, transparent and openly accountable as possible. This means attention to gender and social inclusion in training and demonstrations. It also means attention to documenting all beneficiaries by support received and outcome of the support. Comprehensive beneficiary data must be maintained and communicated</li> <li>○ Contribute to PFP's periodic and special reports in a scientific and timely manner</li> <li>○ Take personal responsibility for own occupational health and safety as well as for all others entering the work premises at the FWITC nursery</li> </ul>
Duration	<p>Long term recruitment from January to December 2020 with the possibility of extensions up to October 2023 depending on performance and need.</p> <p>This position will be reassessed in December 2020 to determine if it will be continued and investment for the position will be justified.</p>
Duty station	FWITC, Mafinga



## Wood Energy Manager / Tutor (WEM/T) (1)

FWITC wood energy manager/tutor	
Education:	BSc engineering or relevant subject area for the position
Language:	Fluent English and Swahili (reading, writing and comprehension) and must be able to write in both English and Swahili to internal technical reporting standard)
Qualifications:	<ul style="list-style-type: none"> <li>○ Experience in manufacture of sustainable lump charcoal, briquettes, pine tar, pine tar soap and other derivative products from wood “waste”</li> <li>○ Experience in supporting disadvantaged people in charcoal and briquette manufacture</li> <li>○ Diligence</li> <li>○ Integrity</li> </ul>
Skills:	<ul style="list-style-type: none"> <li>○ Good writing and communication skills</li> <li>○ Innovative working approach to create new biomass forestry and wood products and market opportunities in Tanzania</li> <li>○ Ability to design appropriate technologies for processing of wood energy products</li> </ul>
Responsibilities	<ul style="list-style-type: none"> <li>○ Manage FWITC charcoal and briquette facilities so as to attain operational profitability from July 2020</li> <li>○ Provide training and demonstrations to existing and potential entrepreneurs, students and workers, at FWITC and in villages where the programme is operational</li> <li>○ Monitor charcoal and briquette prices at Mafinga, Njombe, Makete and Dar monthly and report these to CTA</li> <li>○ Expand market opportunities for sustainable charcoal and briquettes distribution and sales</li> <li>○ Ensure that the planning, implementation, monitoring and evaluation processes of PFP II are as inclusive, participatory, non-discriminatory, transparent and openly accountable as possible. This means attention to gender and social inclusion in training and demonstrations. It also means attention to documenting all beneficiaries by support received and outcome of the support. Comprehensive beneficiary data must be maintained and communicated to PFP and the District Governments</li> <li>○ Contribute to PFP’s periodic and special reports in a scientific and timely manner</li> </ul>

	<ul style="list-style-type: none"> <li>○ Take personal responsibility for own occupational health and safety as well as for all others entering the FWITC premises or field plants and processing sites</li> </ul>
Duration	<p>Long term recruitment from January to December 2020 with the possibility of extensions up to October 2023 depending on performance and need.</p> <p>This position will be reassessed in December 2020 to determine if it will be continued and investment for the position will be justified.</p>
Duty station	FWITC, Mafinga