



Role Profile: Environment, Climate Change and Resilience (ECCR) Program Officer

Title: Environment, Climate Change and Resilience (ECCR) Program Officer

Organization: Vi Agroforestry, Uganda Country Office, Kampala

Duration: Fixed term of 2 years, with possibility of renewal; 6 months' probation period.

Start Date: As soon as possible

About Vi Agroforestry:

Vi Agroforestry is a Swedish development organisation fighting poverty and climate change together. The organisation supports smallholder farmer families to lift themselves out of poverty through sustainable agriculture land management (SALM) based on agroforestry. What started as a tree planting initiative in 1983, is today an expert organisation implementing development projects through local partnerships with member-based farmer organisations.

The aim is to reduce poverty, hunger, deforestation, harmful gendered norms, and contribute to increased mitigation, resilience and adaptation to climate change, increased biodiversity and sustainable food systems. Current projects and programmes target smallholder farmer families – especially women, youth and children – in Kenya, Uganda and Tanzania. The head office in Stockholm, Sweden focuses on fundraising, advocacy, and programme monitoring and evaluation. The regional office in Nairobi, Kenya coordinates operations, advocacy and expertise. Projects and partnerships are managed by country offices in each country.

Purpose of the position:

The position is responsible for developing and maintaining high quality in all our work relating to Environment Climate Change and Resilience (ECCR) including agroforestry, sustainable agricultural land management (SALM), SALM in arid and semi-arid lands (ASAL), food security and nutrition, biodiversity and ecosystem services. The ECCR Officer reports to the Country Manager.

Values:

Vi Agroforestry is a human rights-based organisation. The core values of non-discrimination, meaningful participation, accountability, transparency, empowerment and continued learning guide all work – including the work with partners. People are stronger together and sustainable development requires respect for human rights, democracy and the environment. Through all actions, Vi Agroforestry therefore seeks to live by the principles of respect, transparency and together.



Vi Agroforestry

General Responsibilities:

- Promote and support the interest of Vi Agroforestry
- Be committed to and contribute to the fulfilment of the Vi Agroforestry strategy.
- Ensure and promote rights-based approach in all that we do.
- Ensure adherence to Vi Agroforestry policies, guidelines, operating procedures and workplans.
- Ensure compliance to donor requirements.
- Ensure high quality in all that we do.
- Be committed to fight corruption and fraud and always report when there is any kind of suspicion.
- Take active part in resource mobilization.
- Ensure that gender is mainstreamed, and Gender Transformation is promoted in all our operations.
- Keep abreast with the development in your areas of responsibility.
- Liaise with partner organisations, researchers and other relevant stakeholders.
- Contribute to effective cooperation among staff in the global organisation.
- Contribute to a healthy work environment at the workplace.
- Support teamwork and assist each other as needs arise.
- contribute to the development and implementation of risk management plans, work plans and budgets for the country office.
- Upon request from the manager, fulfil other tasks at the country office or department level.
- Keep your manager updated on opportunities and challenges as well as on the progress of your assignments. Make sure to inform your manager well in advance if you have difficulties meeting your deadlines.
- Contribute to development and implementation of risk management plans, workplans and country office budgets.

Key Responsibilities

Program Planning and Implementation:

- Lead and manage Sustainable agricultural land management (SALM) and agroforestry-related programs and projects, ensuring alignment with broader environmental and climate change goals.
- Develop and implement strategies for integrating climate change adaptation and mitigation into agroforestry practices.
- Conduct baseline studies and environmental assessments to inform project planning.
- Collaborate with stakeholders to develop agroforestry interventions that address specific local challenges related to climate change.
- Offer technical support and advice to Vi Agroforestry, Partners and Stakeholders on issues related to agroforestry, SALM, SALM in ASALs, food security and nutrition, biodiversity and eco system services.



Vi Agroforestry

- Ensure our methodologies, policies, guidelines and manuals in place are well known and implemented at the country's operations.
- Provide technical support to partners on the design, establishment, and management of agroforestry systems, ensuring proper species selection, tree management, tree-crop integration, and enhanced agrobiodiversity.
- Empower Partners and projects on enhancing livelihood improvement options through agroforestry value chains
- Lead the country office in the establishment of Agroforestry Training centres and oversee the achievement of their objective, i.e. They are established as centres of excellence that provide leadership, best practices, research, support and training on agroforestry, SALM, biodiversity conservation, management and governance of natural resources.
- Support partners in mapping, review and updating seeds sources for their use.

Monitoring, Evaluation, and Reporting:

- QA workplans and reports received from partner organisations.
- Provide regular reports on program progress, challenges, and results to management, donors, and stakeholders.
- Analyze and share data on climate trends, environmental conservation, and the effectiveness of agroforestry practices in mitigating climate change.

Capacity Building and Technical Support:

- Support partners to have Capacity in promoting use of Sustainable Energy technologies.
- Promote active participation of women, youths, and children in Agroforestry and SALM activities amongst partners and stake holders.
- Empower partners on seed technology, handling, and procurement, supporting with the availability of high-quality seeds for agroforestry systems.

Stakeholder Engagement and Advocacy:

- Take active part in networks and forums to strengthen our position as an Agroforestry and Climate Change organization, keeping a breast with the development in our core areas.
- Be active in advocacy related to above mentioned working areas and support the country office on the same.
- Advocate for the incorporation of agroforestry into national and local policies on climate change and land use.
- Participate in regional and international conferences, forums, and policy dialogues related to climate change, agroforestry, and environmental sustainability.

Resource mobilisation and Proposal Development:

- Assist in identifying funding opportunities and preparing proposals for new projects or program expansions related to agroforestry and climate change.
- Support resource mobilization and QA new proposals and reports in relation to ECCR.

Research and Innovation:



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- Conduct research on the effectiveness of different agroforestry systems in improving soil health, increasing biodiversity, and enhancing resilience to climate change.
- Identify and promote innovative solutions and technologies to enhance the environmental benefits of agroforestry, such as climate-smart agriculture techniques and agro-ecological practices.

Upon request from the country manager, fulfil other tasks at the country office/ regional office or department level.

Required Qualifications

Education

Bachelor's degree in environmental science, Climate Change, Agriculture, Forestry, Natural Resource Management, or a related field.

Other Professional Qualifications

- Knowledgeable on grant management and compliance issues
- Good knowledge in Microsoft Office365 applications.
- Strong network and networking skills
- Well versed with application of Do not Harm, Conflict Sensitivity and Human Rights Based Approach, gender Equality.

Work Experience

- A minimum of five (5) years' experience from the NGO Sector.
- A minimum of three (03) years' leadership experience.
- A minimum of three (03) years' practical experience working with agroforestry, sustainable agriculture land management practices, climate change mitigation.
- Experience in carbon offset initiatives is an added advantage.
- Specifically worked with silvopastoral systems, particularly in ASALs, is an added advantage
- A minimum of 2 years' experience in project management.
- Practical experience in establishing and managing agroforestry systems.
- Experience in partnership development and systems analysis.
- Technical and administrative experience with implementing partners management and engagement.
- Experience integrating inclusive approaches into ECCR (especially for gender, youth and social inclusiveness).
- Ability to handle multiple tasks simultaneously in a fast-paced environment set priorities and meet deadlines.

Languages

- English



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Personal Competencies

- Strong management and leadership skills
- Attention to details.
- Strong analytical skills
- Excellent communication skills – Written and spoken.
- Decisive
- Respectful and transparent
- Collaborative skills
- Strategic and conceptual thinking skills
- Structured
- Self-driven
- Flexible and creative personality
- organizational and time management skills.
- Excellent presentation and facilitation skills

How to Apply

Apply by sending your CV and cover letter indicating your gross salary expectation to: recruitment@viagroforestry.org no later than 7th March 2025 with subject heading **“ECCR Program Officer - Uganda”**.

We look forward to receiving your thoughtful application. Your time in preparing your application is much appreciated, however, only shortlisted candidates will be contacted.

Vi Agroforestry strive for diversity in the organisation and welcome applicants regardless of gender, gender identity or expression, sexual orientation, age, ethnicity, religious belief, or disability.

If you want to alert Vi Agroforestry on suspected discrimination, corruption or other serious misconduct during the recruitment process, do not hesitate to use our whistleblowing system: <https://report.whistleb.com/en/viagroforestry>