



## Terms of Reference

### Manager, Climate Smart Agriculture, Recharge Pakistan WWF-Pakistan

Reports to	:	National Project Manager - PMU
Additional Reports	:	Director Food and Markets
Project / Programme	:	Recharge Pakistan
Grade / Title	:	D2 / Manager
Location	:	D I Khan, KPK
Contract	:	Long-Term
Work Week	:	05 Days, 40 Hours/Week

#### **Working Relationships**

**External Relevant government departments / Project Steering Committee (PSC), Project Oversight Committees (POCs), Civil Society Organizations, Academic Institutions, Print & Electronic Media, Corporate Sector and GAAs;**

**Internal WWF Network, PMU, RP site/field offices, WWF Pakistan sister projects**

#### **Project Summary**

Recharge Pakistan is a cornerstone of the Government of Pakistan's vision — as highlighted in its updated 2021 Nationally Determined Contributions (NDCs) — to leverage natural systems to enhance Pakistan's resilience to climate change with the goal of reducing flood and drought risk across the Indus Basin.

The project will catalyse transformational change in Pakistan by investing in Ecosystem based Adaptation (EbA) and green infrastructure (GI) interventions at the four project sites in the Indus Basin to reduce the impacts of increasingly severe floods and droughts on vulnerable communities and ecosystems. As the largest investment at the national level to date in an ecosystems-based approach to flood and water resources management, this project will accelerate climate innovation in Pakistan by establishing proofs of concept for EbA and green infrastructure interventions that provide evidence of their cost- effectiveness and efficiency, flood and drought risk reduction benefits, and sustainability. EbA interventions will include the restoration of 14,215 ha of degraded watersheds in DI Khan, restoring 34 km of flow paths, as well as desilting and restoring channels in Ramak Watershed and Manchar Lake. An additional 127 green infrastructure interventions (including flood protection embankments, dispersal embankments, gabion bunds, retention areas and recharge basins) will be implemented at specific locations in DI Khan, Ramak, Manchar, and Chakar Lehri to maximize the flood reduction benefits to vulnerable communities from these interventions.

The implementation of these tangible adaptation interventions will be used as evidence to create an enabling environment for climate action in Pakistan that removes barriers to novel climate solutions through the promotion of integrated strategies, planning and policymaking. Economic evaluations of the project's EbA and green infrastructure interventions will demonstrate their cost-effectiveness and efficiency in reducing the impacts of climate change-induced floods and droughts on vulnerable communities and ecosystems in Pakistan.

Together, project interventions will directly benefit a total of 687,336 people, including 357,414 men (52% of the total population) and 329,922 women (48% of the total population), and will indirectly benefit a total of 7,024,361 people, including 3,652,668 men (52% of total population) and 3,371,693 women (48% of total population) in Pakistan's Indus Basin.

#### **Duties and Responsibilities**

### **Programmatic & technical leadership**

1. Lead the development of programmatic priorities and strategies for the promotion of climate-smart agriculture in designated project areas.
2. Provide strategic guidance and oversight to the field team for the implementation of climate-smart agricultural practices including soil health conservation and management of water resources.
3. Lead the development and continual refinement of climate-smart agricultural practices to ensure effective and sustainable implementation.
4. Keep abreast with new technological advances and practical solutions to the issues related to climate-smart agriculture and demonstrate these solutions at the field level.

### **Programme development**

5. Lead the development of proposal preparation and submission in the areas of climate-smart agriculture for diversification and up-scaling.
6. Facilitate and contribute to the development of strategic partnership agreements in the areas of climate-smart agriculture.

### **Communication and engagement**

7. Provide strategic input in Project Management Unit (PMU) and represent the project's climate-smart agriculture portfolio to donor representatives, and project management committees i.e., Project Steering Committee (PSC), Provincial Oversight Committees (POCs).
8. Lead coordination between Government, non-Government, and community stakeholders for the project's climate-smart agriculture portfolio.
9. Share achievements, innovations, and lessons learned in the area of climate-smart agriculture by leading the development of relevant publications, participating in workshops, conferences, seminars, etc.
10. Organize, or as appropriate supervise the organization of events/workshops, meetings, campaigns, seminars, etc. including handling of logistics, invitations, communication/visibility material, minutes, etc.

### **Planning, monitoring and reporting**

11. Review and monitor field operations, implementation of activities, and achievements of results as planned in the annual operational plans in accordance with the specified budget.
12. Ensure availability of the records/information and present them to the donors and partners in respect of the services performed by WWF-Pakistan in the Recharge project.

### **Policy support and research**

13. Lead interaction with stakeholders and liaise with relevant government agencies/departments, organizations and communicate, regularly advocate and engage in policy dialogue on behalf of WWF-Pakistan.
14. Support the production of research papers based on data from field-based interventions to create science-based evidence at the national and international levels.

### **Financial Management**

15. Monitor expenditures in accordance with WWF-Pakistan and donor financial guidelines.
16. Provide support to the Finance Department in preparing realistic and well-balanced financial plans for the project and help them in procurement plans.

### **Selection Criteria**

#### **Education, Experience & Working Knowledge**

- Master degree in Agriculture / Agricultural Engineering
- At least seven years of relevant professional experience working in the agriculture and development sector, and at least 3 years of project management experience are desirable
- Experience/expertise in proposal development, creative writing, and developing programme documents and work plans
- Ability to assess and respond to barriers, gaps, and needs for adoption and implementation of climate-smart agriculture approach at different levels (policy, governance, research, training, etc.)
- Experience in managing programme budgets and financial control

## Skills & Attributes

- Personnel management skills and experience;
- Good problem-solving skills and results orientation;
- Ability to travel in field areas;
- Ability to handle change and uncertainty;
- Ability to motivate and influence others;
- Sensitivity to gender and other social issues in Pakistan;
- Demonstrated interpersonal communication skills;
- Excellent written / spoken English and Urdu; other languages will be an advantage;
- Proficiency in the use of computer office applications on word processing and spreadsheet
- Exceptional Presentation Skills; Attention to detail, diplomacy and discretion;
- Ability in policy advocacy on sustainable resource management / nature conservation issues;
- Demonstrated ability to enter into complex policy, programme and funding partnerships with a range of stakeholders and partners
- Identifies and aligns with the core values of the WWF organization: Courage, Collaboration, Respect & Integrity;
- Demonstrates WWF behaviours in the way of working: Strive for Impact, Listen Deeply, Collaborate Openly, Innovate Fearlessly;
- Adheres to WWF's brand characteristics, which are: Knowledgeable, Optimistic, Determined and Engaging.

[WWF-Pakistan is an equal opportunity employer.](#)

[Women are encouraged to apply](#)