Terms of Reference

Social Mobilizer- Female

Sustainable Mangrove Management and Community Development in the Indus Delta-II

Reporting to : Site Coordinator
Duty Station : Site office, Garho
Duration and Type of Contract: Annual/Long Term
Number of Positions: 1 positions
Work Week : 5 Days (Monday to Friday)
Work Hours : 8:45am - 5:30pm
Grade : C3

The position will be based at site office Garho, District Thatta, and will be organizing/strengthening village level communities into viable and coherent organizations that can work towards the envisaged goals of the project for them to become more self-reliant. They will further assist in carrying out surveys/collection of data and conduct trainings and other events for local communities and other partners at project sites in consultation with Site Coordinator.

GENERAL REQUIREMENTS
• Knowledge of local language (Sindhi) is mandatory.
• Willing to spend time with the local communities and work in challenging field conditions.
• Based at the project locations but requires frequent road and boat traveling.

SPECIFIC REQUIREMENTS
• Excellent social mobilization and community engagement skills,
• Proven record of developing CBOs and their effective engagement in the work
• Proven problem-solving skills and results orientation;
• Good English and native language reading, writing, and speaking skills;
• Demonstrated interpersonal communication and advocacy skills;
• Sensitivity to gender and other current social issues in countries such as Pakistan;
• A vibrant and amicable personality;

QUALIFICATION REQUIREMENT:
• Postgraduate degree in social and management sciences, preferably in economics, sociology, anthropology, agricultural economics, rural development, MBA, or any other relevant field;
• At least 4-5 years relevant working experiences with a government or non-governmental organization of high standard and reputation; candidates having knowledge and understanding of working on coastal/fisher communities will be preferred;
• Computer literate (capable of using MS Database and MS Office packages);
• Strong interpersonal communication skills

RESPONSIBILITIES:
Major responsibilities of the Social Mobilizer-Female will be as follows:

• Mobilize coastal communities and other critical stakeholders for conservation and management of natural resources in the coastal areas, particularly in Keti Bunder and Kharo Chan;
• Facilitate formation of appropriate village level conservation forums (VOs; CBOs; ACCs) for co-
implementation of the project activities;
• Facilitate project team in preparation of village profiles and registration process of newly established
CBOs and keep regular sessions with CBOs to build their capacities on organizational and NRM related
topics;
• Organize meetings with local CBOs, maintain and keep meeting records;
• Facilitate the establishment of saving groups in CBOs and develop a strategy for the long term
sustainabilities of these groups;
• Collect baseline information for the vital project interventions such as mangrove wood and fodder
consumption, women’s role in household income, water-born diseases, kitchen gardening etc.
• Facilitate in the formation of Mangroves Management Units (MMUs) and village management plan
and implementation in the field;
• Collect and compile baseline information on socio-economic of the project area;
• Facilitate the field team in conducting field surveys; resource needs assessments and participatory
appraisals in the project sites;
• Keep close coordination and liaison with the field team, communities, and partners and assist in
surveys and data collection from the field;
• Facilitate the technical staff in organizing community meetings, workshops, and campaigns;
• Take the lead in the resolution and management of the relevant community conflicts over common
resource utilization in the project area;
• Help build linkages of the project community and local institutions with partner organizations, and
development players working in the project area;
• Facilitate training and exposure to improve knowledge and skill of the project communities in
sustainable natural resource management;
• Document and share lessons learned, achievements, and futuristic innovative ideas from the field;
• Facilitate the site coordinator and conservation officer in developing site-specific activities associated
with work plans following the project outputs;
• Take the lead in the development of field-based success stories;
• Facilitate the day-to-day implementation of the project activities related to the fieldwork, their
monitoring and reporting progress to the Site coordinator regularly;
• Perform any other task assigned by the supervisor(s).

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equal opportunity employer. Only online applications through the WWF-Pakistan website
WWW.WWFPAK.ORG will be accepted.

WWF-Pakistan reserves the right to amend and upgrade these TORs from time to time, as may be
required in the interest of the programme.