



**Terms of Reference**  
**Manager ESSF, Recharge Pakistan**  
**WWF - Pakistan**

Reporting to	:	National Project Manager (NPM) / Director Manager ESSF, WWF Pakistan
Grade/Title	:	D2 - Manager
Duty Station	:	Islamabad/Project Management Unit
Duration / Type of Contract	:	Full-Time/Long-Term
Work Week	:	5 days [Monday to Friday] 40 hrs/week
Work Hours	:	0830 hrs to 1715 hrs

**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

**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 catalyze 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**

1. The Manager, Safeguards will be responsible for the implementation, rollout, and compliance with the Environmental and Social Management Framework (ESMF) and all related documents and guidelines;
2. Working with project site ESS staff, conduct yearly ESS screening for all the project activities, and devise mitigation strategies per ESMF requirements in collaboration with the technical team;
3. Ensure implementation of and compliance with the Free, Prior and Informed Consent (FPIC) process before the implementation of any project activities;
4. Develop a monitoring framework / corrective action plan for the purposes of assessing compliance with ESS mitigation measures and identifying any new ESS risks during activity implementation;
5. Ensure compliance with GCF disclosure requirements for yearly ESS plans;
6. Conduct monitoring visits every quarter, or as and when requested by the PMU, provincial leads, or site leads;
7. Develop budget to cater for proposed mitigation measures and share with PMU for approval on a bi-annual basis;
8. Implement a grievance redress mechanism (GRM) and roll out at each site implementation unit, Community Based Organisation (CBO), and / or any location where it will be easily accessible by the project communities;
9. Develop a SEAH-complaint review process to process and respond to complaints;
10. Ensure liaison with the Manager, Security to ensure compliance with the project's security plan;
11. Ensure liaison with the Manager, Gender to ensure compliance with the project's Gender Action Plan;
12. Ensure consistent engagement with the project communities, and arrange and lead, where necessary, quarterly project progress update sessions;
13. Conduct sessions on the ESS, ESMF, IPPF and the GRM with the project communities to appraise them of the process;
14. Maintain liaison and review progress with the ESS team in all the provincial and site implementation units;
15. Coordinate and follow up on specific needs and issues related to other disadvantaged and vulnerable groups such as ethnic minorities, persons with disability, youth, etc.
16. Hold monthly calls with WWF GCF AE Safeguards Specialist and provincial/site unit ESS team as necessary;
17. Any other activity that the PMU or other project leads may request.

### **Selection Criteria**



### Education, Experience & Working Knowledge

- Masters in humanities or social sciences (international development and/or environment preferred)
- At least 8 years of relevant work experience in the development sector (experience with nature conservation and sustainable development issues will be preferred)
- Experience working in a fast-paced multicultural environment preferred
- Demonstrated ability to work independently, manage and prioritize multiple assignments

### Skills and Attributes

- Excellent writing and communication skills in English
- Proficiency in MS Office applications (experience using Smartsheet, Google applications, and data analysis software preferred)
- Excellent research and analysis skills, along with initiative for keeping up to date on environment and development issues, priorities, and trends
- Ability to work both independently and in coordination with teams to effectively meet deadlines. A personal commitment to nature conservation and sustainable development. Sensitivity to issues regarding gender biases, religious and ethnic minorities, and other marginalized groups in Pakistan
- Identifies and aligns with the core values of the WWF organization: Courage, Collaboration, Respect & Integrity;

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

[Women are encouraged to apply](#)