



TERMS OF REFERENCE FOR THE ENVIRONMENTAL, SOCIAL AND GENDER OFFICER

Job title: Environmental, Social and Gender Officer - BCLME IV Project

Duty Station: BCC Secretariat, Swakopmund

Commencement date: as soon as possible

Expected duration: Six years, with no more than nine months of probational. This post will be ceased upon the completion of the project.

Salary notch: NAD784,909 [Total cost to company]

1. About the Benguela Current Convention (BCC)

The Benguela Current Convention (BCC) is a multi-sectoral organisation established by the Republics of Angola, Namibia and South Africa (Parties) to spearhead regional collaboration for integrated management, sustainable development and protection of the environment using an ecosystem approach to ocean governance in the Benguela Current Large Marine Ecosystem (BCLME). The BCC is the first inter-governmental Convention in the world to be based on the Large Marine Ecosystem (LME) concept of ocean governance – a move towards managing transboundary resources at the larger ecosystem level (rather than at the national level) and balancing human needs with conservation imperatives.

The Secretariat of the Benguela Current Convention is located in Swakopmund, Namibia. The functions of the Secretariat, as defined in Article Thirteen of the Convention, are to:

- (a) provide services to the Ministerial Conference, the Commission and its subsidiary bodies to facilitate the execution of their functions;
- (b) establish rules and procedures of operation, functioning and appointment of its staff to be approved by the Commission;
- (c) propose the creation or termination of such positions as deemed necessary to perform its functions, with the approval of the Commission;
- (d) source resources, additional to the contributions made by the Parties, to carry out and implement the programmes of the Commission;
- (e) establish partnerships with other organisations; and
- (f) Perform such other functions as the Commission may determine.

The core values of the BCC are: Integrity, Accountability, Transparency, Equity and Environmental sustainability.

The Global Environmental Facility (GEF) through the United Nations Development Programme (UNDP), is supporting the BCC to implement its SAP, and hence this five-year project titled ***“Mainstreaming Climate-Resilient Blue Economy in the BCLME Region (BCLME IV Project)”***.

2. Overview of the BCLME IV Project

The objective of the BCLME IV project is to mainstream the development of climate-resilient Blue Economy in the implementation of the updated SAP of the Benguela Current Large Marine Ecosystem, which will, over the longer term, contribute to restoring depleted living marine resources and degraded marine habitats, enhancing livelihoods opportunities within the coastal communities, and increasing resilience of marine ecosystems and dependent coastal communities to climate change impacts. By strengthening policy and regulatory frameworks and institutional and private sector capacities, developing viable finance mechanisms to stimulate investment in Blue Economy interventions, and



promoting blue carbon finance mechanisms the project will contribute to developing regional and national frameworks for innovative Blue Economy finance, which will make transition to Blue Economy (BE) in BCLME region a reality. Blue Economy is defined as sustainable use of ocean resources for economic growth, improved livelihoods, and jobs while preserving the health of ocean ecosystem.

The project will address barriers to successful transformation to Blue Economy through the following components: (1) improving marine and coastal management efforts through effective MSP and MPAs; (2) enhancing sustainable and climate resilient marine living resources; (3) improving coastal and marine pollution management; (4) promoting regional and national frameworks for innovative Blue Economy finance; and (5) knowledge management, awareness raising and upscaling for Blue Economy.

3. General Responsibilities

Under the guidance and supervision of the Project Manager, the Environmental, Social and Gender Officer will carry out the following tasks:

Duties and Responsibilities

Technical Assistance

- Monitor progress in development/implementation of the project Social and Environmental Safeguards (SES) activities ensuring that UNDPs SES policy is fully met and the reporting requirements are fulfilled;
- Oversee/develop/coordinate implementation of all safeguard related plans;
- Ensure social and environmental grievances are managed effectively and transparently;
- Review the Social and Environmental Safeguards Procedure (SESP) annually, and update and revise corresponding risk log; mitigation/management plans as necessary;
- Ensure full disclosure with concerned stakeholders;
- Ensure environmental and social risks are identified, avoided, mitigated and managed throughout project implementation;
- Work with the M&E officer to ensure reporting, monitoring and evaluation fully address the safeguard issues of the overall project;
- Monitor implementation of SES activities on demonstration sites
- Guide the implementation of the Gender Action Plan;
- Monitor progress in implementation of the project Gender Action Plan ensuring that targets are fully met and the reporting requirements are fulfilled;
- Oversee/develop/coordinate implementation of all gender-related work;
- Review the Gender Action Plan annually, and update and revise corresponding management plans as necessary;
- Ensure reporting, monitoring and evaluation fully address the gender issues of the overall project;
- Monitor implementation of gender related activities on demonstration sites
- Any other task requested by the Project Manager

More specifically, this staff member will perform the following duties:

- SES monitoring of the NIMPA demo project implementation
- SES monitoring of the Orange Cone demo project implementation
- Gender issues analysis for blue carbon finance solutions
- Analysis of Gender within ESMF



4. Qualifications, Skills and Competencies

- Minimum 4 years of experience in project management related to international or marine and coastal management issues;
- University degree with a focus on marine sciences, marine and coastal management, environmental economics, gender studies or related experience;
- Ability to support the work of multidisciplinary groups of experts;
- Good communication, problem solving and planning skills;
- Computer literacy with practical experience in Microsoft packages
- Advanced proficiency in English and excellent knowledge of Portuguese (for Angola National Coordinator); Knowledge of both national languages of the project countries (English and Portuguese) is considered a major asset.

5. Application Process

The vacancies are open to competent nationals of the BCC Parties (Angola, Namibia and South Africa)

Applications containing a cover letter, certified ID copy, detailed CV and certified copies of qualifications should be forwarded to:

The BCC Executive Secretary, Environmental, Social and Gender Officer, 1 Strand Street, Swakopmund, alternatively by post to: Private Bag 5031, Swakopmund, Namibia and/or preferable by email to: sgo@benguelacc.org

Closing date: 5th June 2025 – 16h00 (Namibian time)

Note: Only shortlisted candidates will be contacted for the interviews.

