

Junior Expert (JE) Job description

Function code: UGA.2307

I. DESCRIPTIVE PART OF THE JOB

Application date	3 February 2023
Job title	Junior Expert in in Climate Action and Knowledge Management
Junior Expert	<input checked="" type="checkbox"/> European <input type="checkbox"/> National
Main job domain (sector of activity)	Climate Action: Renewable Energy, Climate friendly infrastructure, ...
Job holder (name of JE) <i>(to be filled in after the selection of JE)</i>	
Job holder's (JE's) Signature + date <i>(to be filled in after the selection of JE)</i>	

General information			
Enabel or NGA Project/programme	<input checked="" type="checkbox"/> Enabel	If Enabel : Navision code	2800 UGA
	<input type="checkbox"/> NGA	If NGA : NGA name	
Full denomination of the project/programme	Enabel in Uganda – Infrastructure Unit (which provides transversal support to all projects: Education, Health, Social Protection, ..)		
Project/programme 's location	Kampala, with main projects implementation areas in West Nile (Arua), Albertine & Rwenzori (Fort Portal) and Busoga (Jinja) - Uganda		
Duty station of supervisor	Kampala, Uganda	Duty station of JE	Kampala, Uganda with frequent travel to the regions
JE will be assigned to	<input checked="" type="checkbox"/> Project/programme	<input checked="" type="checkbox"/> Representation (Enabel)/Country Office (NGA)	
Project duration (dd/mm/yy)	Start date:	NA	Expected starting date for the job (dd/mm/yy): 01/10/2023
	End date :	NA	
Requested JE contract duration	<input checked="" type="checkbox"/> 1 year	<input checked="" type="checkbox"/> 1 year with possible extension	

<p>1. Context of project 2. Objectives of project 3. Beneficiaries of project 4. Main activities of project</p>	<p>Enabel is currently implementing projects in the field of education and health. In the last quarter of 2022, Enabel started the implementation of a 16 million euros project dedicated to Decent Work and Social Protection.</p> <p>Enabel and the Government of Uganda are in the final steps of preparing a new 5-year country portfolio (2023 – 2027), with funding from the Government of Belgium and the European Union. The new portfolio targets Rwenzori/Albertine, West Nile, Busoga and Central regions.</p> <p>The overall objective of the portfolio is to ensure that young people especially young women develop into active, economically independent citizens in a sustainable society that respects human rights and ensures quality basic services. This will be achieved through two pillars.</p> <p>The first pillar focuses on providing young people, and especially young women, with the right vocational skills and genuine opportunities to generate an income and contribute to the economy through sustainable, decent work. This objective will be pursued by addressing barriers both from the supply-side (employability) and the demand-side (jobs and entrepreneurship). Pillar One projects called “WeWork” will follow an economic sector logic approach, with a focus on specific value chains in agriculture and the green economy.</p> <p>WeWork will ensure that:</p> <ul style="list-style-type: none"> i) TVET, agriculture and the green economy are better promoted as employment pathways; ii) The provision of skills development is more equitable, qualitative, innovative, and demand-driven for increased employability; iii) Work-ready youth have increased access to general employment services that connect them with decent work employers; iv) Vulnerable youth, including women, have increased access to entrepreneurship promotion and support to set up small businesses; v) Selected enterprises are supported to engage in sustainable development for green growth and decent jobs; vi) The development of selected value chains in agriculture and green economy is improved. <p>Pillar two aims to ensure that the rights to safe and quality education and healthcare are more transparently ensured especially for the most in-need populations such as children, women, girls, as well as refugees and host communities. This pillar is divided into three projects namely;</p> <ul style="list-style-type: none"> 1. Education (WeLearn), 2. Health (WeCare) and 3. Nursing training (WeTrain4Health). <p>WeLearn will support the lower secondary education through: ensuring that households, communities and adolescents are aware of, demand access to, have equitable access to and complete a quality, inclusive lower secondary education. Secondly, the local education officials, school leaders and teachers will be supported to be able to provide an increased range of quality education services and resources, more equitable and inclusive learning environments, and higher quality, more relevant teaching and instruction for secondary students. To achieve this, the intervention intends to provide holistic support to secondary schools through creating a safe and gender-sensitive learning environment (appropriate infrastructure), provision of equipment, improving the skills of teachers through continuous professional development (CPD). Lastly, the intervention will strengthen local government and governing structures to promote more participatory and accountable education management and leadership, that is inclusive of socially excluded groups including girls, refugees, and people with disabilities.</p> <p>WeCare will provide multidisciplinary support to communities and schools to make informed decisions about their health, work towards healthy lifestyles and to advocate around health issues and defending health rights. Secondly, the quality of health care and the chain of emergency referral will be strengthened from community up to regional level. This will be through direct support to the referral services of different health institutions (selected HC III and HC IV) to the regional hospital. It will address challenges of quality of care due to lack of essential medicines, supplies, equipment, and infrastructure. Thirdly, the capacities of the district health office, health managers and local authorities will be reinforced in relation to stewardship, participative leadership, coaching and supervision style. Lastly, community engagement in the local health system will be reinforced by boosting the organisation and initiatives of existing community platforms and interfaces.</p> <p>WeTrain4Health will support Nursing and midwifery schools to deliver quality teaching through both “soft” components like pedagogical and institutional support, as well as infrastructure.</p> <p>In all Enabel projects, an infrastructure component is foreseen, which may include rehabilitation or construction of buildings, installation of renewable energy facilities (solar panels, biogas, ...), provision of equipment, waste management, maintenance, awareness raising on climate issues, etc.</p>
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Position of the JE within the organisation	
<i>The JE depends hierarchically on the supervisor (N+1). Besides the supervisor, one or more resource persons for technical support of the JE may be appointed in case the supervisor does not have the same technical background as the JE. If this person is already identified, please indicate below.</i>	
Supervisor's name, job title & background (N+1)	Frank WAIBALE, Infrastructure Expert – Lead of the Infra Unit <u>Experience & background</u> Engineer with over 15 years' experience in management and implementation of a wide range of civil works, building, mechanical, electrical and petroleum systems. More than 5 years' experience within Enabel.
Resource person(s) for technical support's name, job title & background	Benoit Legrand, Expert Coordinator Cities, Territories & Climate Unit, in Brussels HQ Technical support will also be provided by team members (architects, engineers, ...).
For Enabel JE, the follow-up will be assured by a Junior Programme Project Officer.	
For NGA JE: name & job title of the contact person from NGA headquarters that will assure the follow-up	

JE – Job description	
Job objective	
<i>Explain in one concise sentence the purpose of the job. What real need does this job fulfil? What's the added value of the job?</i>	
<p>Together with the project team, and the local partners, the Junior Expert will have a very active role in mainstreaming climate action agenda, by documenting lessons learnt of the climate actions piloted in Uganda.</p> <p>In Uganda, the process of rehabilitations and new constructions has allowed to document lessons in a Manifesto for climate responsive design, developed with international and national professionals. There is now a need to further document these lessons learnt in qualitative and quantitative approach. The Junior Expert will be responsible to carry out scientific studies, document and disseminate the lessons, which will be beneficial to the implementation of the new portfolio, to the local authorities and other development partners.</p> <p>The job will contribute to SDG 7 by taking action to ensuring access to clean and affordable energy, which is key to the development of agriculture, business, communications, education, healthcare and transportation. The lack of access to energy hinders economic and human development.</p> <p>In a similar way the job contributes to SDG 13 which is to combat climate change.</p> <p>Therefore, this position will be of immediate added value for the partner Ministries (Education, Health, ...), for Enabel (country and HQ), for international development actors.</p>	

Result area n°1 – Document Lessons Learnt on Climate Actions		Time in % :	50%
JE's role	As Expert in Climate Action and Knowledge Management		
JE's responsibility	Document lessons learnt on Climate Actions		
In order to...	Mainstream the best practices in Enabel projects		
Most important tasks	<ul style="list-style-type: none"> ▪ Conduct scientific studies (qualitative and quantitative) of Renewable Energy interventions (briquette plants, energy efficient kitchen, biogas, solar installations, etc.) - including comparison with other known national and international innovations ▪ Document the technical challenges being experienced in Uganda and proposed solutions ▪ Prepare knowledge management products (learning factsheets, lessons learnt documents,) ▪ Organize and/or take part in events to disseminate the lessons learnt at country level and globally 		
Expected outputs	<ul style="list-style-type: none"> ▪ Research Study on Renewable interventions ▪ At least 2 knowledge management products to disseminate the study findings and recommendations ▪ Participation to at least 1 national event to disseminate the lessons learnt 		

Result area n°2 – Build Capacities on Climate Action		Time in % :	35%
JE's role	As Climate Awareness Raiser		
JE's responsibility	Build national capacities on Climate Change		
In order to...	Mainstream climate actions		
Most important tasks	<ul style="list-style-type: none"> ▪ Document the human resistance challenges being experienced in Uganda for the use of renewable energy ▪ Develop awareness raising materials (videos, posters, ...) on climate change and the use of renewable energy ▪ Organise awareness raising and training activities for Enabel partners and staff ▪ Support the change process with Enabel and partner organisations ▪ Support, together with the infrastructure expert, the partners to cascade the principles for climate responsive designs at local level (Local Government, ...) ▪ Support efforts to continue the growth of a network of East African Experts on climate smart infrastructure ▪ Contribute to the content development for the e-learning course and website on Climate responsive design, in collaboration with the D4E intervention Officer and partners 		
Expected outputs	<ul style="list-style-type: none"> ▪ Awareness raising materials on climate change and Renewable Energy ▪ At least 2 Climate Actions per year 		

ATTENTION, next to his/her tasks related to the project activities, the Junior Expert will also have to carry out several tasks, common to all Junior Experts, for the Junior Programme:

Result area n°3 – Take action on Global Citizenship		Time in % :	5%
JE's role	As a Junior Expert, Ambassador for Global Citizenship		
JE's responsibility	In consultation with the Junior Programme, take initiatives and/or respond to requests for global citizenship actions		
In order to ...	raise awareness of global citizenship among the Belgian population		
Most important tasks	<ul style="list-style-type: none"> ▪ Own initiative to make certain aspects of global citizenship known to the Belgian public (podcast, video, action, event...) ▪ Support to an already existing initiative in the field of global citizenship (eg of Enabel, a Belgian or local NGO, ...) ▪ Any other global citizenship activity requested or approved by the Junior Programme. 		
Expected outputs	<ul style="list-style-type: none"> ▪ 1 global citizenship initiative finalised and/or supported per year ▪ Possibly other individual awareness-raising activities (eg. photo exhibition, video, educational kit, games, testimonies, ...) 		

Besides these tasks mentioned above in the result areas, we can ask the JE, depending on the needs of the Junior Programme, to accomplish any other tasks that might be considered necessary for the correct functioning of the programme and that are in line with his/her profile.

JE's contribution to the Junior Programme priorities

Innovation	
<i>What space does the function offer for experimenting with innovative tools/approaches? E.g.: action research, testing & roll-out of new technologies, etc.</i>	
JE's role	As Innovator and Learning Expert
JE's responsibility	Document and Experiment innovative approaches
In order to ...	Position Enabel as an innovative and learning organization
Most important tasks	<ul style="list-style-type: none"> ▪ Keep informed on good practices and innovations in the field of expertise and share new insights ▪ Introduce new technologies and methods in the implementation, monitoring and learning process ▪ Support the development and roll out of a community based process as an implementation strategy for climate responsive infrastructure ▪ See also result area # 1
Expected outputs	<ul style="list-style-type: none"> ▪ Learning sheets on innovations

Capacity building	
<i>How will the JE contribute to the capacity building of the local partners, of the hosting partner team, etc ? Will (s)he have the possibility to work in pairs with a young local professional?</i>	
JE's role	As Capacity building Expert
JE's responsibility	Support the capacity building of partners and Enabel staff
In order to ...	Mainstream Climate Actions
Most important tasks	<ul style="list-style-type: none"> ▪ See result area # 2 ▪ Pair with the local junior, who will be in charge of the renewable energy interventions, to document lessons learnt and build capacities
Expected outputs	<ul style="list-style-type: none"> ▪ See result area # 2

Requested profile			
Required training/degree for the job > Remark : will be eliminatory on CV for the candidates. Be complete & specific, please.	<input checked="" type="checkbox"/> Agronomy/ Bio-engineer <input checked="" type="checkbox"/> Biology/ Environment <input type="checkbox"/> Geography <input checked="" type="checkbox"/> Civil/industrial/ electrical engineer/ Architect <input type="checkbox"/> ICT/NTIC <input type="checkbox"/> Mathematics/ Exact sciences <input type="checkbox"/> Law/Criminology	<input type="checkbox"/> Political sciences/ International relations/ Diplomacy <input checked="" type="checkbox"/> Sociology/ Anthropology/ Social work <input type="checkbox"/> Psychology <input type="checkbox"/> History/Philosophy /Art/Religion <input type="checkbox"/> Educational sciences <input type="checkbox"/> Human resources / Organizational development	<input type="checkbox"/> Economy/Commercial engineer/Marketing <input checked="" type="checkbox"/> Communication/Public relations/Journalism <input type="checkbox"/> Languages/Philology /Translator <input type="checkbox"/> (Bio/Para)medical sciences <input type="checkbox"/> Public health <input type="checkbox"/> Development studies <input type="checkbox"/> All profiles <input type="checkbox"/> Others and/or details (if needed) :
Necessary specific knowledge for the job > Remark : will be eliminatory on CV for the candidates.	<ul style="list-style-type: none"> Professional experience (min. 3 months) in conducting studies: survey, action research, academic research... For profiles other than Agronomy/bio-engineer/biology/environment: experience (min. 3 months) in the field of climate action (job in this domain or thorough voluntary actions) 		
Language skills > Indicate which language skills are essential or preferable for the job with possible comments on the expected level of knowledge and/or an argumentation.	Languages	Knowledge	Comments
	English	<input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable	Official language
	Dutch	<input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable	Basic knowledge (level A2)
	French	<input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable	Basic knowledge (level A2)
Preferred assets for the job > Remark : will <u>not</u> be eliminatory on CV for the candidates.	<ul style="list-style-type: none"> Experience in climate responsive design for infrastructure Experience in renewable energy interventions Capacity to turn study findings into attractive summarized documents Capacity to turn study findings into resources to conduct change: experience in awareness raising, training, capacity building... Ability to produce a wide range of communication materials, including PowerPoint presentations, document layouts for both web and print. Creative thinking Pro-activity: taking initiatives and responsibility at the same time Patience, cooperation and collaboration skills 		
Driver's licence for motorcycle & car	Motorcycle	<input type="checkbox"/> Essential <input checked="" type="checkbox"/> Preferable	Car
			<input type="checkbox"/> Essential <input checked="" type="checkbox"/> Preferable

Country context information	
Living conditions	
Capital / rural area	Kampala (capital), with frequent travels to other areas (Albertine, Rwenzori Busoga and West Nile).
Security context	Kampala (and Uganda in general) is a safe place to live and travel. Nevertheless, some basic precautions are to be taken into account: avoid walking alone at night, keep an eye on IT equipment and expensive things, be mindful when attending bigger events. In Kampala, you can move around on a public motorcycle. That said, traffic in Kampala can be very busy and chaotic, so bring a good motorcycle helmet from Belgium.
Access to services	In Kampala, you will have access to all services: medical facilities, internet, telephone... In rural areas, it can be more challenging to have access to them.

Isolation / social life	In Kampala you will find a vibrant social atmosphere. There are many sports (football, fitness, swimming, running ...) and social (bars, restaurants, libraries, cinema ...) activities to do in your spare time. As Uganda is a safe country to travel in, it is quite easy to go for weekends or on holidays (wildlife, hiking/trekking, relaxing, ...). In the more rural areas, there are less social activities and everything is more oriented towards discovering the local communities.	
Location suited for families (with children)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Other useful observations?		
Work context & conditions		
Work location	In Kampala, accommodation is easy to find. You have several network groups on Facebook that will help you find a place to stay. If you are moving alone to Uganda, one option is to co-house with others (more affordable, social life).	
Field exposure? <i>(Direct contact with beneficiaries & local reality, frequency field missions,...)</i>	There is a lot of field exposure: direct contact with the project beneficiaries (the schools: students and teachers, health facilities, the Ministry of Education and other stakeholders). The local reality differs from Kampala to rural areas, frequent field missions will enable you to have a link with what is happening on the field. One field mission per month is on average foreseen.	
Accessibility of the supervisor	Kampala, same office as the supervisor	
Teamwork / isolated work	Teamwork and isolated work	
What transport arrangements will the project consider in order to insure the JE's professional travels/journeys?	<input type="checkbox"/> Motorcycle from the project at disposal of the JE	
	<input checked="" type="checkbox"/> Borrow a car belonging to the project/programme when required	
	<input type="checkbox"/> Local transport? What? :	
	<input type="checkbox"/> Other, please specify :	
What transport arrangements will the JE consider in order to ensure his/her private travels/journeys?	<input checked="" type="checkbox"/> Motorcycle	
	<input checked="" type="checkbox"/> Car	
	<input type="checkbox"/> Local transport? What? :	
	<input type="checkbox"/> Other, please specify :	
Other useful observations?		