

Junior Expert (JE) Job description

Function Code	MOZ.2301_JE_Climate Action_Rode Kruis
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I. DESCRIPTIVE PART OF THE JOB

Application date	17/6/2023
Job title	Junior Expert in Climate Action
Junior Expert	<input checked="" type="checkbox"/> European <input type="checkbox"/> National
Main job domain (sector of activity)	Climate Change Adaptation at community level through Disaster Preparedness and Disaster Response, climate-smart agriculture, and sustainable fisheries
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 type="checkbox"/> Enabel	If Enabel : Navision code	
	<input checked="" type="checkbox"/> NGA	If NGA : NGA name	VZW Rode Kruis-Vlaanderen Internationaal (RKVI)
Full denomination of the project/programme	Improving local community capacities to adapt to adverse impacts of climate change by increasing disaster preparedness & response capacity and strengthening food security in Inhambane Province (G-STIC 1) – G Stic Project		
Project/programme 's location	Inhambane Province, Mozambique		
Duty station of supervisor	Maputo, Mozambique	Duty station of JE	Maputo, Mozambique with frequent travel to the field (Inhambane Province)
JE will be assigned to	<input checked="" type="checkbox"/> RKVI Mozambique Country Office (NGA)		
Project duration (dd/mm/yy)	Start date:	1/2/2023	Expected starting date for the job (dd/mm/yy):
	End date :	31/1/2026	
Requested JE contract duration	<input type="checkbox"/>	<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>1. Context of project Since 2001, RKVI has been working in Mozambique on Disaster Preparedness/Disaster Response and livelihoods support to build resilience of communities vulnerable to climate change.</p> <p>Mozambique is experiencing an increase in the frequency and severity of extreme weather events such as droughts in the interior, floods in the river basins, and cyclones hitting the coastal regions. The coastal province of Inhambane to the South is particularly susceptible to all three types of climatic events that often lead to humanitarian crises. Inhambane’s coastal area is regularly hit by tropical storms and cyclones resulting in serious damage to infrastructure, livelihoods and population displacement. In 2007 it was hit severely by cyclone Favio, smashing into the coast with windspeeds of up to 200 km/h, which affected 160,000 people and destroyed over 40.000 houses. In 2017, the province was affected by cyclone Dineo, which brought torrential rains and floods, while in 2019, the major cyclone Idai’s tail-end affected the province. The year after, in 2020, it was the tail-end of tropical storm Eloise that affected the Northern part of the province. In 2023, cyclone Freddy directly hit the province.</p> <p>Furthermore, while floods and cyclones are a threat to the province, another disaster that affects several of Inhambane’s districts, is drought. The province suffered from a prolonged drought for much of 2015 and 2016, and in the most recent forecast covering June 2022-March 2023 the province is classified as largely being in “Phase 2 – Stressed” or “Phase 3 – Crisis” on the IPC Acute Food Insecurity classification, meaning that there is a significant number of households with high or above usual acute malnutrition.</p> <p>The climate-related events described above constitute a serious threat to the rural population of Inhambane province. There is a lack of shared and clear systems (e.g. contingency plans) and procedures for disaster preparedness & response, while poverty limits capacity to implement risk reduction mechanisms using own resources. There are inadequate and insufficient communication means (e.g. Early Warning System), and a lack of, or insufficient number of volunteers trained in disaster management with insufficient materials and equipment to respond to disasters. This gap in knowledge, capacities, and tools make the population vulnerable to disaster's immediate effects, resulting in injuries, deaths, damage, and displacement. Furthermore, the longer-term effects of natural disasters have serious impact, and are mutually reinforcing: the rural population lives of subsistence farming, while floods & droughts cause crop damage, negatively affecting their livelihoods and increasing their vulnerability towards other natural hazards, and hampering preparations for the forthcoming agricultural seasons, resulting in more poor harvests. This cycle directly and negatively affects the population's food security, and thus overall resilience.</p> <p>2. Objectives of projects</p> <p>The ongoing project is an adaptation project that aims to build the capacity of communities that are vulnerable to climate change shocks in the coastal province of Inhambane in Mozambique, to increase their resilience towards climate shocks.</p> <p>The project builds capacity at the institutional and local level for Disaster Risk Reduction (DRR) in an inclusive and gender-sensitive manner in climate-sensitive rural (and often coastal) communities. The G-STIC project focuses on community-level activities like training community members in disaster preparedness (DP) and disaster response (DR), First Aid, and providing tools to better prepare for and respond to natural disasters. In addition, the ongoing project also aims to strengthen the agricultural resilience of the target community by establishing, training, and equipping Farmer Clubs (groups of farmers who are trained in climate smart agriculture techniques and supported with tools and seeds) with climate-smart tools and techniques adapted to the local context, while also distributing drought-resistant seeds to vulnerable households.</p> <p>In this way, the project directly contributes to Article 2 of the Paris Agreement, which is to increase the ability to adapt to the adverse impacts of climate change and foster climate resilience. Concretely this will include supporting Mozambique Red Cross colleagues in training communities in preparing for disasters (drafting community risk</p>
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maps, mapping of safe areas and evacuation routes, installation and roll-out of early warning systems, providing First Aid trainings to local communities, set-up Search and Rescue teams, etc.), as well as, adapting to and mitigating the effects of climate change (adapt agricultural practices to a changing climate through drought resistant seeds, irrigation, alternative means of livelihood).

For the newly planned G-STIC project, expected to start in the beginning of 2024, the above-mentioned activities will be spread to other geographical locations, focusing on coastal communities that live off subsistence fishing. To meet the specific needs of these communities, an additional focus will be put on sustainable fishing techniques and tools to further increase their food security. Also in light of supporting these fishing communities, RKVI plans to develop a new First Aid module specifically adapted to aquatic rescue. The First Aid for Aquatic Rescue (FAAR) module will build capacity and provide tools to prevent and minimize the impact of accidents at sea.

3. Beneficiaries of the projects

The end-beneficiaries of the ongoing project are the inhabitants of four selected rural communities vulnerable to climate change shocks in the Vilanculos District of Inhambane Province. For the 2024 project, the geographical scope of the project will be expanded to at least eight additional rural communities that live off subsistence farming and fishing along the coastal zones of Inhambane Province, Mozambique.

In total, the current program aims to assist 3.184 direct beneficiaries + minimum 5.000+ indirect beneficiaries. For the new 2024 project, with 8 additional communities, the number of additional beneficiaries would be 6.368 direct beneficiaries + minimum 10.000+ indirect beneficiaries, bringing the total # of beneficiaries up to 9.552 direct beneficiaries and 15.000+ indirect beneficiaries..

4. Main Project Activities:

Capacity building related to Climate Action, Emergency Preparedness & Response

1. Set up, train, and equip community Farmer Clubs for climate smart agriculture (Climate change adaptation/mitigation)
2. Distribution of drought resistant agricultural support for Farmer Clubs (seeds, tools, infrastructure) & vulnerable households (seed and toolkits) (Climate change adaptation/mitigation)
3. Set up, train, and equip community level Sustainable Fishery Clubs (Climate change adaptation/mitigation). These are groups of fishermen who are trained in sustainable fishing techniques and supported with tools by the project.
4. Set up, train and equip community level Disaster Response Teams (LDRT's) (Disaster Preparedness and Response). These are teams of volunteers who are trained to act when a disaster is imminent to help the community prepare as much as possible, as well as provide the first response after a disaster (search and rescue, First Aid, damage/needs assessment, etc.), in cooperation with the local government and any other responding organizations.
5. Implement Early Warning Systems and trainings, including simulation exercises (Disaster Preparedness and Response)
6. Develop & pilot new tools related to Disaster Preparedness and Response (Disaster Preparedness and Response) to increase the resilience of communities affected by disasters.

Position of the JE within the organisation

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.

Supervisor's name, job title & background (N+1)	Wouter Rhebergen , Country Representative RKVI Mozambique / Regional Manager MSc. Environmental Sciences with 15 years of experience managing development projects in Africa, including as coach for Young Expert Professionals from the Dutch Government funded Young Expert Professional (YEP) programme in Mozambique
Resource person(s) for technical support's name, job title & background	Bert Avau , Head of Expertise and Program Design RKVI PhD in Biomedical Sciences with 6 years of research experience at RKV's Centre for Evidence-Based Practice, before joining RKVI in January 2022, as lead of RKVI's technical expertise team, specializing in disaster preparedness and first aid.
For Enabel JE, the follow-up will be assured by a Junior Programme Project Officer.	N/A
For NGA JE: name & job title of the contact person from NGA headquarters that will assure the follow-up	Didier van Aert , Head of International Operations

JE – Job description

Job objective

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?

The JE will mainly be involved in the implementation of our climate adaptation projects in Inhambane Province, which are largely funded by the Government of Flanders' G-STIC Climate Action Programme and the Austrian Development Agency (ADA). In addition, the JE will develop new tools, update existing ones, and draw lessons learned from projects in Mozambique to support RKVI with streamlining its programs in all its partner countries and activities to focus more on climate action.

The JE will support the design & implementation of RKVI-supported Climate Resilience projects by providing technical assistance to Mozambique Red Cross project staff. Through learning achieved in the project, as well as from RKVI partners (such as the Red Cross Red Crescent Climate Center), the JE will coordinate with RKVI HQ to further improve on current and future projects in a climate-smart way to ensure that the direct and indirect causes and consequences of climate change are properly considered in the programming and at the center of the project design and execution. Lastly, the JE will conduct some Planning, Monitoring, Evaluation and Reporting of project activities, and perform field visits.

Result areas

Result area n°1		Time in % :	65
JE's role	Climate Resilience expert Mozambique		
JE's responsibility	Building and providing expertise related to climate resilience, with a focus on Disaster Preparedness and Food Security in rural coastal areas.		
In order to...	As a technical expert, support the Mozambique Red Cross to ensure that Climate Resilience projects are implemented with impactful and evidence-based activities/approaches and safeguarding the quality of the interventions in Mozambique.		
Most important tasks	<ul style="list-style-type: none"> ▪ Assisting & monitoring the organization and implementation of climate-related field activities related to Disaster Preparedness, Agricultural support, and Sustainable Fisheries support (trainings + distributions) in close collaboration with Mozambique Red Cross staff, volunteers and local communities. ▪ Evaluation of the current climate smart projects in Mozambique to identify most impactful activities, best practices, lessons learned and potential for improvements towards current and future projects. ▪ Coordinating with other stakeholders with similar activities in the field (e.g. Government of Mozambique Ministry of Agriculture + Fisheries, FAO, WWF, ...) ▪ Attend and represent RKVI at relevant events (conferences, workshops, ...) promoting/showcasing projects and their relevance towards climate action ▪ Providing general resources to Mozambique Red Cross for activity implementation (technical feedback) 		
Expected outputs	<ul style="list-style-type: none"> ▪ Climate action field activities are being implemented to the highest standards ▪ Progress from the field is well documented through narrative reporting, financial justifications, pictures/videos, etc. ▪ Communication material from field activities is available for narrative reporting and communication purposes ▪ RKVI and its Climate Action activities are well represented at relevant events ▪ RKVI and its Climate Action activities are well known and coordinated with other relevant stakeholders ▪ Relevant groups of beneficiaries within the targeted communities are trained in Disaster Preparedness, climate-smart agriculture, and sustainable fishing respectively ▪ Adequate toolkits are composed, procured, and distributed in the targeted communities in a timely manner ▪ Targeted communities are better prepared to deal with the impacts of potential climate shocks and have improved resilience and food security 		

Result area n°2		Time in % :	30
JE's role	Advisor in Climate Action for RKVI HQ		
JE's responsibility	Coordinate with RKVI's HQ and advise on all climate action related activities		
In order to ...	Further adapt current and future projects in a climate-focused way to ensure that the direct and indirect causes and consequences of climate change are properly considered in the programming and at the center of the project design and execution. Share this expertise with RKVI HQ and the other project countries of Belgian Red Cross – Flanders in Sub-Saharan Africa (eg. Rwanda, Uganda, Burundi, Benin, Malawi)		
Most important tasks	<ul style="list-style-type: none"> ▪ Coordinating with RKVI HQ Expertise Focal Points to develop tools to adapt current and future projects in a climate focused way (e.g. RKVI climate change policy implementation) ▪ Register lessons learnt in projects in Mozambique ▪ Piloting potential new methodologies and tools in a rural setting in Mozambique ▪ Providing in-depth feedback of implementation results to RKVI HQ ▪ Build on inhouse knowledge by attending relevant trainings and conferences ▪ Work with experts from RKVI partners, such as the RCRC Climate Center in The Hague to gain additional insights which can be used in climate resilience projects ▪ Develop new tools and adapt existing ones to be more climate-focused (e.g. First Aid training modules & materials to be adapted to natural disaster context) 		
Expected outputs	<ul style="list-style-type: none"> ▪ RKVI's current and future projects (in Mozambique and other RKVI partner countries) are adapted in a climate focused way to ensure that the direct and indirect causes and consequences of climate change are properly taken into account in the programming and at the center of the project design and execution ▪ New climate focused modules & tools are developed at HQ level and consequently piloted successfully in a rural setting at community level in Mozambique ▪ Beneficiaries in Mozambique are better trained and equipped to mitigate the impacts of climate change 		

Result area n°3		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 finalized and/or supported per year ▪ 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?</i>	
JE's role	Advisor in Climate Action for RKVI HQ
JE's responsibility	Liaise with HQ Expertise Team to develop and rollout climate focused modules & tools
In order to ...	Work with RKVI's Disaster Preparedness Adaptation and Mitigation, First Aid, and Evidence Based Practice experts at HQ to develop new, innovative tools and approaches in a climate focused way. The JE and HQ Expertise team will work directly with RKVI's Centre for Evidence Based Practice, a scientific research center that aims to underpin the activities of RKVI with scientific evidence. This way, the JE will have access to the latest scientific developments in climate change adaptation methods that are relevant for RKVI's work. This collaboration and development of innovative approaches are included in the project implementation (e.g. developing new First Aid Training Modules adapted to natural disaster settings).
Most important tasks	<ul style="list-style-type: none"> • Coordinating with RKVI's HQ Expertise Team to develop new climate focused tools, making sure they are adapted to and useable in the local context • Assisting CVM in the roll out of these new tools • Providing in-depth feedback of implementation results to RKVI HQ • Where relevant, attending trainings and/or conferences to stay up to date with the latest developments in the expertise area.
Expected outputs	<ul style="list-style-type: none"> • New climate focused tools relevant to RKVI's core activities are developed and rolled out successfully in a rural setting at community level in Mozambique and possibly replicated in other RKVI partner countries
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	Climate Resilience expert Mozambique
JE's responsibility	Share knowledge and expertise with colleagues, local staff, stakeholders and beneficiaries
In order to ...	Ensure the local staff (of the Mozambique Red Cross) is implementing Climate Resilience activities with knowledge and expertise.
Most important tasks	<ul style="list-style-type: none"> • Share information from RKVI HQ with Mozambique Red Cross, and (help them) adapt project activities accordingly where possible • Share experiences, best practices and lessons learned from the projects in Mozambique with the expertise team at HQ in Belgium, as well as the other RKVI partner countries • Share knowledge and insights from trainings and conferences with Mozambique Red Cross, as well as RKVI • Follow up Climate Adaptation trainings for beneficiaries in the field to ensure key messages are well understood
Expected outputs	<ul style="list-style-type: none"> • Local project staff has knowledge of Climate Adaptation importance • Beneficiaries have clear understanding of key messages of all trainings they received • Lessons learned from the field are incorporated in future project design by HQ

Requested profile			
Required training/degree for the job > Remark : will be eliminatory on CV for the candidates. Be complete & specific, please.	<input type="checkbox"/> Agronomy/ Bio-engineer <input type="checkbox"/> Biology/ Environment <input type="checkbox"/> Geography <input 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 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 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 checked="" type="checkbox"/> All profiles Others and/or details (if needed)
Necessary specific knowledge for the job > Remark : will be eliminatory on CV for the candidates.	Any Master's degree + Specific training and/or work experience (of max 6 months) in a related subject, eg. Environment, Climate, Climate Adaptation, Development Studies		
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	English is essential for the link with RKV HQ and other partner countries.
	Portuguese	<input type="checkbox"/> Essential <input checked="" type="checkbox"/> Preferable	Portuguese language skills are a must in the long term. JE with these skills, or fluent Spanish, will have an advantage. Non-Portuguese speakers are strongly encouraged to take intensive Portuguese language courses before and after arrival.
	Dutch	<input type="checkbox"/> Essential <input checked="" type="checkbox"/> Preferable	Level A2 required
Preferred assets for the job > Remark : will <u>not</u> be eliminatory on CV for the candidates.	<ul style="list-style-type: none"> - Knowledge and/or previous experience in the development sector, preferably related to climate change adaptation, small scale agriculture/sustainable fishery, environment or disaster preparedness - Result-driven & practical - Autonomous & independent - Flexible & resourceful - Resilient - Diplomatic skills - Patient - Intercultural sensitivity - Excellent computer competencies - Project Management skills - Previous relevant experience in developing country, preferably Mozambique or Southern Africa 		
Driver's licence for motorcycle & car	Motorcycle	<input type="checkbox"/> Essential <input type="checkbox"/> Preferable	Car
			<input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable

Country context information	
Living conditions	
Capital / rural area	Capital
Security context	Maputo and Inhambane provinces are quite safe with normal levels of petty crime for which precautions can be taken.
Access to services	Maputo has modern shops/supermarkets and restaurants. Health services are covered by 2 decent private hospitals; for serious medical issues Nelspruit (3 hours drive) or Johannesburg (45 minutes flight) are close by.
Isolation / social life	Maputo is a vibrant city with a large expat community and plenty of options for spending spare time. Inhambane is a developed tourist destination with many restaurants and lodges on the beach in the developed parts of the coast.
Location suited for families (with children)	<input checked="" type="checkbox"/> Yes
Other useful observations?	
Work context & conditions	
Work location	Maputo
Field exposure? <i>(Direct contact with beneficiaries & local reality, frequency field missions,...)</i>	Field visits to Inhambane province will be organized approximately once every 3 months for up to a couple of weeks each time. Possibly more often at certain moments in the year, depending the stage of the project. Frequent meetings in Maputo with local project staff.
Accessibility of the supervisor	Supervisor is based in the same office
Teamwork / isolated work	Teamwork
What transport arrangements will the project consider in order to insure the JE's professional travels/journeys?	Car and driver available for fieldwork in the province.
	Car belonging to the project/programme available when required within the city.
	Local transport? What?: Official taxi when necessary Other, please specify :
What transport arrangements will the JE consider in order to ensure his/her private travels/journeys?	Car of RKVI when in Maputo and available
	Local transport? What? : Official taxi
	Other, please specify : Maputo is safe for walking during the day
Other useful observations?	