

Society for the Conservation of Nature of Liberia (SCNL)



He Henry's Compound, Opp. German Embassy, Tubman Boulevard, Congo Town,

P. O. Box 2628 Monrovia, Liberia, West Africa

☎: (+231) 886-573-612/0555831170/0777822456

E-mail: info@scnlliberia.org,

Website: www.scnlliberia.org

JOB VACANCY ANNOUNCEMENT

Position and Assignments:

- | | |
|--------------------------|---|
| 1. Position: | Environment, Social Safeguards and Gender Officer |
| Immediate Supervisor(s): | Technical Lead |
| 2. Key Relationships: | PMU Staff |
| 3. Duty Station: | Monrovia, with frequent field travels |
| 4. Project Locations: | Grand Cape Mount, Lofa, Bomi, and Gbarpolu Counties |
| 5. Contract Duration: | One year (with possible extension) |

Background

The Government of Liberia, through the Environmental Protection Agency of Liberia, in collaboration with the Society for the Conservation of Nature of Liberia, received funding from the Global Environment Facility (GEF) through Conservation International GEF Agency (CI-GEF) to implement a five-year project titled ***“Strengthening Conservation and Effective Governance of Liberia’s Critical Forests in the Northwest Liberia Landscape”***. The project’s objective is to enhance ecosystem services and improve socioeconomic conditions in Northwest Liberia by promoting integrated and inclusive management of intact forest landscapes, including protected areas, and supporting collaborative transboundary watershed management through five components: 1: Establishment of proposed protected areas and promote the effective management of existing protected areas; 2: Promotion of innovative climate-resilient and conservation-friendly livelihoods and enterprises; 3: Strengthening transboundary watershed and forest landscape management; 4: Capacity building and strengthened collaboration, learning, and knowledge sharing; 5: Monitoring and Evaluation (M&E) Framework. For more information about the project, please refer to this link [HERE](#).

The results of this project will contribute to the success of the [Guinean Forests Integrated Program](#) (GFIP), aligning with the program's objectives to promote sustainable forest management and environmental resilience across the region.

Conservation International, as the Implementing Agency, will perform technical and financial project oversight and supervision, assuring compliance of the project with GEF policies and procedures as well as monitoring and evaluation of the project activities. The Environmental Protection Agency of Liberia, the Executing Agency, will take the lead role in monitoring the Project to ensure oversight and maintain strategic focus. SCNL, as the executing agency support partner, is the direct grantee and will co-execute the project and lead the field execution of project activities. SCNL will also support the reporting and monitoring of project activities and host the

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Project Management Unit (PMU). SCNL will implement components 1, 4 and 5 in collaboration with the EPA and FDA. Partners in Development (PADEV) and The Nature Compact (TNC) are the two implementing partners or sub-grantees on the project for components 2 and 3 respectively.

To carry out the expected components and outcomes above, SCNL is seeking to recruit a highly qualified professional to fulfill the role of Environment, Social Safeguard and Gender Officer (ESSGO). The ESSGO will work closely with the project team and the other project partners—PADEV and TNC.

Role of the Gender and Safeguards Officer

The role of the Environment, Social Safeguard and Gender Officer is to implement the Safeguards Plan of the project following GEF's requirement as well as SCNL's policies. The ESSGO should be an environment and gender inclusion expert with experience in in-depth social analysis and local community engagement.

Duties and Responsibilities

Under the supervision of the Technical Lead, the Environment, Social Safeguard and Gender Officer will carry out, in collaboration with other PMU staff, including the IPs, the below tasks:

- Update the ESMF plans to ensure the Environment Social Management Framework (ESMF) aspects are adequately integrated in the design and implementation of the project including ensuring gender is mainstream in all project activities.
- Support in the preparation of the ESIA including the preparation of the ToR, evaluation of the proposals and the review of the ESIA report.
- Take the lead in the implementation of the Environment Social Management Plan (ESMP) recommendations.
- Develop any other safeguards plans as required for the project and take lead in the implementation of the ESMF requirements
- Work closely with Technical Lead and Implementing partners to collate and manage information on gender and social safeguard activities in project communities.
- Conduct a baseline assessment of all gender and safeguards surveys done in the landscape.
- Work with the M&E officer to develop a gender-sensitive Monitoring and Evaluation (M&E) system to capture and monitor gender equality and women empowerment indicators.
- Develop a gender-sensitive stakeholder map and a stakeholder engagement/communication strategy to ensure both male and female stakeholders are consulted and engaged throughout projects implementation.
- Conduct awareness-raising on the provisions of laws and policies on gender equality, women empowerment and safeguarding to enable men and women to know their rights and be better able to promote and protect them.
- Provide adequate access to information for both women and men and conduct gender-sensitive communication activities in projects by ensuring that both men and women have

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access to the same information and that this information is presented in a manner that can be understood by both men and women at the community level.

- Provide support to the communication officer in producing regular communication outputs on gender and safeguards issues.
- Support the Guinean Forests Integrated Program's regional coordination and learning project as needed and guided by the Technical Lead.
- Identify existing gender gaps and propose measures and activities to address the gaps and challenges related to gender equality and women's empowerment.
- Assist the Technical Lead in the design of training materials and organize gender-related trainings, meetings and workshops
- Participate in any relevant trainings and workshops relevant to advancing your professional development.
- Produce monthly progress reports; and support the preparation of the quarterly and annual reports (PIRs) as per the CI-GEF ESMF requirements
- Perform any other duties and responsibilities deemed relevant by your supervisor in accordance with the policies of SCNL and the laws of Liberia

Qualification and Experience

Education:

- Bachelor's degree in environmental science, gender studies, social science, or other relevant fields
- Master's degree is an added advantage

Experience:

- Minimum of five (5) years of practical experience in environmental management, gender mainstreaming and sustainable inclusive development, relevant to the role.
- Minimum of three (3) years of demonstrated experience working with institutions involved in environmental and gender management
- Significant experience in monitoring, evaluating, analyzing and reporting environmental and gender-related data and activities.
- Experience in designing and implementing training and capacity-building programs.
- Previous experience working with GEF, or similar donor is an asset; and
- Knowledge of spreadsheets and database packages for project tracking, reporting, and analysis

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Competencies

- Demonstrates integrity by modeling the SCNL values and ethical standards.
- Flexibility and ability to operate in different cultural settings and with a variety of stakeholders.
- High-level planning, organizational, and time management skills, including flexibility, attention to detail, and the ability to work under pressure to meet challenging deadlines.
- A high level of computer literacy is essential (Microsoft Package).
- Analytical and problem-solving skills of high order, including formulating recommendations and advising senior management on difficult situations.
- Leadership qualities, including the ability to make sound judgments, meet challenges constructively and creatively.
- Excellent interpersonal skills, including ability to establish strong cooperative relationships with senior government officials and development partners.
- Ability to quickly adapt to change, and to remain calm under pressure; and
- Fluency in written and spoken English.

Submission of Applications:

Please submit a letter of application along with copies of academic credentials address to:

The Finance & Administrative Manager
Society for the Conservation of Nature of Liberia (SCNL)
Henry's Compound, Opposite the German Embassy
Tubman Boulevard, Congo Town

or email: vacancy@scnlliberia.org

Deadline for Applications: April 30, 2025

Qualified females and persons with disability are encouraged to apply.