

National Environment & Planning Agency

Conserving biodiversity and reducing land degradation using an integrated approach

Terms of Reference: Project Field Officer—Technical

Prepared by:
National Environment & Planning Agency
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Terms of Reference for Project Field Officer

1.0 BACKGROUND

- 1.1 The Government of Jamaica (GOJ) with the support of the United Nations Development Programme (UNDP) is executing the “Conserving biodiversity and reducing land degradation using an integrated approach” project. The project will be financed with resources from the Global Environment Facility (GEF) and the Government of Jamaica. The executing entity is the National Environment and Planning Agency (NEPA).
- 1.2 The project agreement was signed on 25th September 2020, (the Non-reimbursable Financing Agreement 9862) herein referred to as “the Agreement”. This Agreement was signed between Jamaica and the United Nations Development Programme, in the capacity as the Administrator of the Global Environment Facility Fund (GEF) grants for this project.

Project Site and Importance

- 1.3 The project is being implemented within the Cockpit Country. Much of the islands biodiversity and endemism is centred round the Cockpit Country located in the northwest central part of the island.
- 1.4 The wet limestone forest of Cockpit Country is Jamaica’s largest remaining primary forest and a refuge for rare Jamaican species such as the Black-billed Parrot (*Amazona agilis*) and the Giant Swallowtail butterfly (*Pterourus homerus*). At least 66 plants are known to be endemic to the Cockpit Country. Its landscape of steep-sided hills and deep closed valleys eroded from the limestone bedrock is an outstanding example of karst topography.
- 1.5 A majority of the endemic plants in the Cockpit Country are known from single localities or have been collected only a few times and considered threatened or rare. Many of Jamaica’s threatened birds are found here, including the critically endangered Jamaican Blackbird (*Nesoposar nigerrimus*) and both species of Jamaica’s endemic parrots. Almost the entire population of the Black-billed Parrot (95 percent) is found in Cockpit Country.
- 1.6 New species of butterflies endemic to the Cockpit County are still being found. Four of Jamaica’s 14 endemic frogs occur only in the forests and caves of the Cockpit Country, by far the most important area of habitat for Jamaica’s amphibians and reptiles.

- 1.7 Cockpit Country endemic flora and fauna are threatened by a range of human activities, including illegal hunting of birds for food and for the pet trade, unregulated collecting of rare species of plants, extensive logging for yam sticks and timber, and the conversion of forest to agriculture. Clearing of the forest, are mostly along its edges and made accessible by roads, trails and paths and is among one of the greatest threats to the area's ecosystems.
- 1.8 Recognizing the challenge in managing the diverse threats to conservation of forests and their biodiversity in the biologically diverse Cockpit Country, the Government of Jamaica in November 2017 declared a ban on mining in the area to be protected within the Cockpit Country.
- 1.9 Other threats to the natural resources of the Cockpit Country are, forest fragmentation, deforestation and degradation attributed to factors such as poor agricultural practices such as slash and burn, hillside farming, and improper and overuse of fertilizers and pesticides; climate change; invasive alien species such as *Neprolepis multiflora*, grasses such as *Brachiaria decumbens*, Bamboo (*Bambusa vulgaris*), and shrubby trees such as Logwood (*Haematoxylum campechianum*) and *Calliandra calothyrsus* and the Indian Mongoose (*Herpestes javanicus*).
- 1.10 The threats mentioned can be traced to many causes including poor land use and socio-economic planning, weak enforcement, limited political awareness, limited inter-agency collaboration and budget allocation for conservation-related work. Constraints such as limited scientific information, limited expertise in taxonomy and related fields, and limited public awareness on biodiversity could contribute to the threats.
- 1.11 Within the project site, activities will be implemented in target clusters that have been chosen mainly because of their critical importance as centers of endemism and biodiversity hotspot and economic significance. Other criteria include poverty incidence, vulnerability, extent of land use conversion and infrastructure development and land degradation. Project site with clusters attached in Appendix.

Project Objectives and Components

- 1.12 The project's objective is to enhance conservation of biodiversity and ecosystem services through mainstreaming of biodiversity into policies and practices into Jamaica's productive landscapes and key sectors. The project will be implemented over a 6-year period between 2020 – 2026.
- 1.13 The project will achieve its objective through incremental activities under three components; Component 1: Systemic and institutional capacity for integrated landscape management at national level; Component 2: Application of Integrated

landscape planning and management in key biodiversity areas; and Component 3: Knowledge management, gender mainstreaming and monitoring and evaluation

- 1.14 The project thus comes at a time when increasing degradation of natural habitats from deforestation and conversion to agriculture and expanding infrastructure and housing development, mining, tourism, and the increase in invasive alien species are becoming increasing threats to critical habitats and ecosystems and their attendant biodiversity.
- 1.15 The project aims to address the negative impacts of unsustainable development practices by trying to establish and operationalize a comprehensive landscape approach in the Cockpit Country that harmonizes socio-economic development, sustainable management of natural resources and conservation of biodiversity in this mixed-use landscape of Jamaica.
- 1.16 The project's interventions are aimed at addressing the linkages between the factors leading to land degradation and biodiversity loss in order to successfully reduce these threats and thereby support viable populations of globally threatened species and allow for the movement of wildlife, facilitate pollination and reproduction, and other processes that support improved natural resiliency to external development and climatic shocks. The experiences and learning from the Cockpit Country are expected to help facilitate replication of sustainable management approaches in other key biodiversity areas in the country.

Partnership for Project Implementation

- 1.17 The NEPA will be responsible for the overall coordination and management of the Project. The project is being implemented collaboratively with the Forestry Department, Rural Agricultural Development Authority, Ministry of Local Government and Ministry of Economic Growth and Job Creation along with the local authorities in the project site and community stakeholders with special focus on the Maroons.
- 1.18 The success of this project hinges on NEPA's ability to implement the planned environmental interventions coupled with the ability to bring about positive social changes in stakeholders' behaviour towards the environment and the long term adoption of best practices for environmental stewardship. Carefully crafted communication strategy and public awareness campaigns will be utilized to increase public awareness and support the implementation of the overall programme.

2.0 DUTIES & RESPONSIBILITIES

- 2.1 The Project Field Officer will report directly to the National Technical Coordinator (NTC). In collaboration with local municipalities, the Project Field Officer's primary responsibility day to day planning and management of the Cockpit Country Landscape, including:
- I. General and financial administration, work planning, progress reporting, monitoring and quality control of project inputs and delivery of outputs and impact.
 - II. Collaborating with the Project Management Unit in planning, management and monitoring of project activities.

Specific Duties

- 2.2 The Project Field Officer will be responsible for the following tasks:
- I. Assist in setting up the Field Office, undertake procurement of equipment and services as required by the project;
 - II. Management and supervision of project implementation and evaluation across all components in the project landscape, applying administrative and financial procedures as required under the national and UNDP procedures, to assure successful implementation and completion of the project in accordance with the stated outcomes and performance indicators summarized in the Project Results Framework;
 - III. Assist the PD in coordination of the project planning and implementation, as well as communication and coordination with parish or local entities as well as territorial line departments, CBOs, NGOs, local community entities and other project partners and interested stakeholders;
 - IV. Maintain regular communication with the PD and NTC with regard to all project activities, and assure coordination with other relevant UNDP, donor or government projects and broad strategic initiatives implemented in the project landscape
 - V. Work closely with provincial administration in ensuring coordination of sector specific activities, budget allocations and delivery of project actions;
 - VI. Responsible for effective implementation of SESP, Gender Action Plan, Knowledge management and communication and risk mitigation;
 - VII. Coordinate with enforcement agencies in ensuring monitoring and effective implementation and enforcement of agreed activities;
 - VIII. Preparation of project landscape Annual Work Plans and Quarterly Work Plans, including monthly targets and deliverables as well as spending targets in accordance with the Project Document, under guidance for approval by the PD. During the year, track implementation and delivery of agreed work outputs in accordance with the Annual Work Plan (AWP);

- IX. Coordinate the preparation and implementation of project landscape framework and CC PA management plan;
- X. Track and manage project spending in accordance with the agreed project budget and work plan, as well as UNDP rules and procedures, to ensure transparency, responsibility, and timely fulfillment of both program targets and budget targets;
- XI. Supervise data collection and analysis activities, as well as reporting and public outreach via the mass media in the project landscape to disseminate project results and to promote conservation, sustainable livelihoods and resource management; support the independent Terminal Evaluations of the project;
- XII. Act as the focal point for the project to ensure successful implementation of project in the parishes, coordinating with the sector extension officers; and
- XIII. Perform other duties related to the project in order to achieve its strategic objectives.

3.0 PROJECT FIELD OFFICER EXPECTED OUTPUTS

The Project Field Officer will be responsible for the delivery of the following outputs:

- i. Detailed technical reports of project progress
- ii. Monthly Budget Reports
- iii. Quarterly Work Plans, including monthly targets and deliverables as well as spending targets in accordance with the Project Document
- iv. Annual Work Plans, including monthly targets and deliverables as well as spending targets

4.0 CHARACTERISTICS OF ENGAGEMENT

Language of delivery:	English
Type of Contract:	Project Staff (Temporary)
Duration of Engagement:	Six years. Contract will be issued for an initial period of three years and is renewable upon satisfactory performance.
Engagement Modality:	Full Time
NEPA's Support:	NEPA will provide office space, computer and office equipment, field equipment, project documentation and housing (?).
Appraisal:	The Project staff will be appraised semi-annually.
Salary Range:	JA \$ 2,270,084.00 - \$2,823,150.00 per annum plus any allowance attached to the post

5.0 QUALIFICATIONS AND EXPERIENCE

a. Education

- I. A Bachelor's degree in natural resource management, biodiversity conservation, socio-economic development or another field with direct relevance to the project.

b. Work Experience and Related Knowledge

- I. At least 3 years of experience in managerial involvement in projects on natural resource management, biodiversity conservation or social development in Jamaica,
- II. Close familiarity with the roles, activities, and priorities as well as legal-regulatory and institutional framework of the provincial authorities, line departments and other partners and stakeholders, with regards to land and forest resource management, biodiversity conservation, agriculture and livelihood support;
- III. Good technical understanding of land and forest resources management and agriculture and livelihood development;
- IV. Demonstrated ability to work effectively with a broad range of stakeholders;
- V. Demonstrated ability to work effectively under minimal supervision;
- VI. Superior leadership and team-building skills in organization and management, including experience with planning, tracking, evaluation, and supervision of national and international consultants and/or staff;
- VII. Strong skills in financial tracking and budget management;
- VIII. Flexibility and willingness to travel in project site and to other locations as needed.

c. Key Competencies

- I. High ethical standards
- II. Strong leadership and team-building skills and positively influence others to achieve objectives.
- III. Self-motivated and ability to work under the pressure;
- IV. Familiarity with logical frameworks and strategic planning;
- V. Strong computer skills;
- VI. Flexible and willing to travel as required;
- VII. Excellent communication and writing skills in English;
- VIII. Ability to deliver results on time, on budget and at the very highest standard.
- IX. Effective communication skills using appropriate communication tools and techniques.

- X. Creativity and innovation to develop new and unique ways to improve operations of the organization and to create new opportunities.'

6.0 MANAGEMENT RESPONSIBILITY AND STANDARDS

The Project Field Officer - Technical will report to the National Technical Coordinator who will be the Manager of the Project Executing Unit within the Projects Branch.

7.0 INSTITUTIONAL AND OPERATIONAL ARRANGEMENTS

