Job Specification: Project Manager: East Africa Borderlands

Department:	Programmes
Scale:	PSM 4
Line managed by:	Regional Director, East and Central Africa
Responsible for line managing:	N/A
Location:	This role will be based in East and Central Africa, with 60% travel in within the region, in areas of assessment and research.
Contract length:	12 months with possibility for extension (stf)

MAG's Vision: A safe and secure future for men, women and children affected by armed violence and conflict.

MAG's Mission: MAG saves lives and builds futures by working with others to reclaim land contaminated with the debris of conflict, to reduce the daily risk of death or injury for civilians, and to create safe and secure conditions for development.

Job purpose:

Border areas in East Africa are facing multiple complex emergencies. Famine warnings have been issued by the UN following event such as the locust infestation and floods, and COVID-19 continues to impact on many areas of aid delivery. Significant reductions in funding to WFP and UNHCR mean that more and more people are facing food security issues and rations cuts and are and will continue to be on the move, not through choice but out of necessity. **They require an urgent, community-based, rapid response in support of the humanitarian interventions currently taking place, which will empower women, girls, boys and men living in these highly volatile areas to mitigate the risks to their lives, which they face on a daily basis, and to feed into improved security in a longer-term, sustainable way. Regional donors such as the EU, the Germans and the Swedes are interested in cross border support.**

Of particular concern to MAG in 2021 are the following axes - West Somalia/Kenya, South Sudan/Kenya, Mozambique/Tanzania and South West Somalia/Kenya. These border areas are influenced by several factors, which include distance from the capital city, religious divergences and radicalisation, the economic influence of oil, gas and the extractive industries and land taking and holding.

Since January 2021, four insurgent attacks have been reported along the **Kenya-Somalia border**, with six fatalities and several casualties. Cross border insurgents have deployed the use of both Smalls Arms and Light Weapons (SALW) and Improvised Explosive Devices (IEDs), and there is substantial risk to civilians as well as to the intended targets. It is expected that there will be an increase in IED incidents as manifested by the accompanying sightings and movements of insurgents along the Kenya-Somalia border. Outbreaks of communal violence in Kenya, driven by competition for access to natural resources and territorial disputes, and made more deadly by the presence of large numbers of SALW, have been reported in counties bordering Somalia. The cross border conflicts have led to displacements, exacerbating clan clashes over resources.

There has been a steady deterioration in the security environment in the greater Cabo Delgado region on the **Mozambique-Tanzania** border, which has seen more than 2,500 people killed since 2017. In an attack in March 2021, dozens of people, including foreign workers, were killed after militants linked to the Islamic State group attacked the town of Palma. International energy firm, Total, declared force majeure on some of its projects in the Cabo Delgado region, April 26. MAG's knowledge of IED use is based on extensive experience in NE Nigeria and the Middle East where MAG will share its learning on the trajectory of possible IED use by non-state actors in Mozambique. As the Non-State Groups knowledge and technical ability in Mozambique and other parts of the region increases then the IEDs become more complex.

The withdrawal of Ethiopian and US troops from Somalia, as well as election uncertainty have increased vulnerability and insecurity for women, girls, boys and men living in communities and refugee camps in border districts along the **Somalian and Kenyan borders**. Kenya has announced the deadline of the closure of both Kakuma and Dadaab refugee camps by June 2022. There is an urgent need to address EORE (explosive ordinance risk education) of Explosive Ordnance, booby traps, IEDs and Small Arms Light Weapons as IDPs and refugees move cross-border to unsafe areas primarily from Kenya to Jubaland, to greater Mogadishu and to South Sudan.

The purpose of this role is;

- To research and document the presence of, and risks represented by, Explosive Ordnance contamination and Small Arms and Light Weapons ownership and use in the unstable border areas noted above at community and district levels.
- To develop partnerships with existing NGOs and security actors in those areas to provide training in EORE
- To develop basic capacity building of local focal points of affected populations to develop strategies for managing the dangers they represent
- To develop a 2-4 year proposal and budget for donors

Job Description

The post holder will be required to undertake the following managerial tasks[1]:

Preparatory research phase and administration

- Work with MAG Senior staff to prioritise key border districts to include conflict analyses, stakeholder mapping, strategy development and MEAL plan development
- Manage the MoU process with relevant government and partner stakeholders as identified
- Build and manage relationships with refugee agencies, OCHA, WFP, IOM, UNHCR
- Lead on the production of the necessary tools and reporting mechanisms for use throughout the project supported by MAG
- Manage the budget of the project, produce spend to date reports and variance analysis, and undertake all related administration

Implementation

- Design, run and document internal kick-off workshops
- Undertake preparatory field visits, including:
    - Feasibility studies
    - Partner identification
    - Training needs assessments for identified groups
    - Risk Education Needs Assessments
    - Designing and running workshops with authorities and/ or humanitarian actors as appropriate
- Develop and field test training materials
- Deliver training of trainers
- Identify potential future funders and draft concept notes and/or proposals for 1-4 year projects in order to generate funding for continued interventions

Reporting

- Submit monthly progress reports to Regional Director, to include verbal and photographic testimonies from men, women, girls and boys
- Draft and submit reports, case studies and other materials required for donor use and/or external publicity
- Provide detailed internal reports on all Workshops and Training sessions delivered, including lessons learned and recommendations for future interventions

[1] This is a pilot project and depending on information gained during the course of the work, it may be subject to change.

- Write a detailed final report in order to inform future interventions, including:
  - processes undertaken and lessons learned
  - an evidence-based recommendation for continuation or modification of the project going forwards
  - recommendations for future interventions, either in the area work in or elsewhere
- If appropriate, organize and deliver a final stakeholder workshop to present results and findings

All International staff are expected to undertake the following general duties:

- Work within the framework of MAG's core values, promoting its ethos and mission statement.
- Work towards achieving programme and/or department business plan objectives
- Ensure familiarity with and adhere to all MAG policies and procedures and keep informed of MAG activities
- Undertake and apply learning from appropriate training and development programmes.
- Undertake role in developing countries and areas in conflict where standards of living may be basic.
- Undertake the role in a manner appropriate to the cultural context and within the local legal framework.
- Understand and uphold the standards outlined in MAG's Safeguarding Framework, acting with due care and attention to safeguard the wellbeing of anyone that comes into contact with MAG's work and reporting concerns if they do arise.

This is a non-contractual document that can be varied from time to time as circumstances dictate. This job description is intended to summarise the main duties and responsibilities of the post; this is not intended to be a full and exhaustive list of tasks. All MAG staff are expected to demonstrate flexibility and willingness to perform appropriate tasks when the need arises.

Person Specification

Essential Experience

- 5 years working in the humanitarian sector on refugee and cross-border issues in East Africa
- 3 – 5 years' experience in the design and delivery of formal or informal training and transfer of skills to others
- 3 - 5 years' experience of management and relationship-building: motivating and managing a wide range of people from senior UN stakeholders to refugee girls and boys
- 3 - 5 years' experience of managing the project cycle including (but not limited to) baseline assessment, planning, delivery, reporting and M&E.
- Experience of identifying, carrying out due diligence on, training and managing relationships with international and local partner organisations
- Experience of conducting gender/age appropriate needs or risk assessments in order to design and implement appropriate interventions
- Experience in the monitoring and evaluation of development and humanitarian projects.
- Experience of working independently for extended periods of time in 'stand-alone' environments with minimal supervision
- Experience of proposal development to bilateral and multilateral donors, including budget design, programming etc
- Familiarity with digital data collection and tool designs

Essential Skills, Knowledge and Aptitude

- Fluent in English including excellent oral and written communication skills
- Demonstrated commitment to gender equality
- Ability to manage key relationships with host state government/ local authorities
- Ability and willingness to work as a member of a team, with people of different cultural and religious backgrounds, different gender and diverse political views, while maintaining impartiality and objectivity

- Proven budget management ability including administrative and grant-related aspects
- Strong diplomatic and interpersonal skills and team-oriented approach
- Excellent administrative and organisational skills, and ability to work independently

Qualifications

- Postgraduate or equivalent degree

Desirable

- Language skills relevant to the potential areas of operations,
- Strong understanding and experience with Washington Group survey on disability and inclusion
- Experience of the mine action sector, including non-technical survey and mapping techniques and / or Arms Management and Destruction

Signed employee:	**Date:**
Signed manager:	**Date:**

June 2021