



**Mission inclusion** supports innovative and mobilizing community actions in favour of the social inclusion of vulnerable or marginalized people in 14 regions of Quebec and in 12 countries around the world. One of the few foundations in Quebec to demonstrate its solidarity at home and abroad, **Mission inclusion** supports actions that are resolutely focused on profound and lasting social change. It builds up quality relationships with partners, many of whom have marked the social development of their countries. **Mission inclusion**, in 2019, adopted a new name and programming strategy, which is a great source of motivation for its team, and is currently looking to fill the position of:

## **SEASCAPE MANAGER**

### **Mombasa, Kenya (national only)**

#### **JOB SUMMARY**

Under the supervision of the Chief of Party (CoP) of the program based in Nairobi, and in close collaboration with the IUCN lead based in Mombasa, the seascape manager will be responsible for the project in the Northern Kenya Seascape – Kilifi North: achievement of results in all its components and the management of the ReSea team in Mombasa. The Seascape Manager will be responsible for developing and ensuring the Program's implementation to follow the expected results, the quality of the intervention in terms of approach to the conservation and protection of nature and the transversal integration of a transformative gender approach in all activities to ensure equitable participation of women in the management and decision-making of environmental aspects and solutions based on the nature. The seascape manager will be responsible for effective project coordination and will be responsible for the management, administration and finances of the project at seascape level. They will also be responsible for compliance with the policies, working methods developed in the project, the operational plan, and the agreements established with Global Affairs Canada (GAC), the funder and partner organizations. In addition, they will be responsible to network and maintain relationships with all partners, relevant stakeholders, including local women's organizations, local and national authorities and local actors.

#### **PROGRAM SUMMARY**

**Mission inclusion**, in partnership with International Union of Conservation of Nature (IUCN) and local partners, aims to implement the Regenerative Seascapes for People, Planet, and Nature Program. This Program is funded by GAC and aims to strengthen the physical and socio-economic resilience of populations living in coastal communities to the negative impacts of climate change in the Western Indian Ocean (WIO) region. Anchored in the Great Blue Wall (GBW) initiative, it aims to establish a network of sustainable, resilient and inclusive seascapes to reduce the vulnerability to the negative impacts of climate change for 350,000 people, including women, men and youth living in coastal communities in Kenya, Tanzania, Mozambique, Comoros and Madagascar.

The ambitious 2.5-year Program is based on three fundamental pillars: Blue Planet (conservation), Blue Nature (with a focus on Nature-Based Solutions - NBS) and Blue People (empowering women and youth leadership in the blue economy). These three pillars will also be supported by a transversal approach around Blue Partnerships, which aims to foster innovative and unconventional collaborations to address

the climate change's impacts, promote sustainable development and accelerate the achievement of the Program's objectives.

## KEY ROLES AND RESPONSIBILITIES

The seascape manager will work closely with IUCN Coastal and Ocean Resilience team to provide strategic, administrative and programmatic leadership in the ReSea program at seascape level and support the significant achievement of the project's expected results within the targeted communities in the ReSea Program intervention area in Northern Kenya – Kilifi North.

- **Strategy, Leadership & Representation:** Collaboratively design the best strategies and action plans adapted to the context of the intervention area with the team and stakeholders aimed at achieving the results of the program at the seascape level encompassing the three pillars (Blue Planet, Blue Nature and Blue People) and their synergy. Play an inclusive leadership role on the themes addressed, including the role and integration of women, youth and people in vulnerable situations in sustainable nature management bodies, with stakeholders and authorities concerned. In close collaboration with the CoP, they will represent the project at regional events and conduct communication and advocacy actions related to the objectives of the project with close support from the Communication and Advocacy Coordinator. They will stay informed of situations that may impact the Program and its partners and develop strategies adapted to the changing context. Ensure prospects for expansion and appropriate scaling of the Great Blue Wall (GBW). Ensure collaboration and involvement with all key partners of ReSea, structures involved in nature conservation & management, representatives of localities and municipalities of intervention, government representatives, decentralized and decentralized structures of the ministers concerned, community organizations, NGOs, the private sector, research institutions, and all other competent entities.
- **Programmatic:** Coordinate an in-depth analysis of gender dynamics within the targeted coastal communities in the intervention area by identifying obstacles and levers for women's equitable participation in project activities and the management mechanisms put in place. Coordinate the planning and implementation of activities in an inclusive manner in accordance with the Program's implementation plan, work plans and strategies. Ensure an inclusive and feminist approach throughout project activities and throughout the project cycle, ensuring that women's needs, priorities and aspirations are considered, and ensure the team and stakeholders buy-in to these principles. Consolidate terms of reference, work plans and various reports (activity reports, progress reports, input into key donor reporting, submit Government-related data) by highlighting key points for better understanding and concerted decision-making. Coordinate the interventions of project actors and stakeholders to ensure synergy in their implementation; Facilitate national and even regional coordination meetings. Oversee program quality including monitoring, evaluation, reporting and learning activities and the deployment of the feedback mechanism, with a feminist perspective particularly at the level of the women's economic empowerment index on the "Blue People" component.
- **Safety and Security:** In liaison with the Chief of Party, Oversees and manages all safety-related matters at the Seascape level. Stay constantly informed and update accordingly of possible security issues in the region. Organize, with the support of relevant ReSea project resources including partner agencies, training and awareness-raising sessions to prepare staff to anticipate and react to a security incident.
- **Team Management:** Participate in the recruitment of the team as needed, promote a positive and inclusive work environment and a solid project team cohesion, ensure the dynamics of coordination within the team including diversified expertise. Support and train the direct team by communicating expectations, establishing with the team expected results and quarterly and annual objectives, at the individual and team level. Provide positive, constructive, regular and timely feedback on team performance. Promote and ensure the well-being of staff.

- **Operations Management:** Provide logistics, administration and financial oversight for the implementation of the Program, while ensuring compliance with internal procedures, in close collaboration with the regional ReSea team working closely with the Finance and Admin. Officer at the Seascope level. Oversee and consolidate monthly, quarterly and annual financial reports, including any supporting documents. Work collaboratively with the program's finance department to identify gaps and needs of the office, and ensure appropriate budget management, including financial, and administrative monitoring and management of assets, goods and services, acquisitions and maintenance.
- **Coordination:** Ensure synergy and effective dissemination of information within the team and with partners, thus promoting fluid and consistent communication. Encourage a healthy and stimulating office environment where everyone feels listened, valued and encouraged to express their ideas in an open, honest and constructive way. Promote active collaboration between staff and partner organizations, with a focus on exchanging expertise and developing synergies to enhance the Program's positive impacts in the region.
- Any other duties assigned by the supervisor.

## EDUCATION AND EXPERIENCE

- University degree in an appropriate field including project management, development studies, international development or environmental studies, Nature conservation and management.
- At least 5 years of experience in a multi-stakeholder and multi-component program management position and experience in coordinating and supervising multidisciplinary teams in a consortium.
- Experience of developing and implementing a development project in coastal communities in Kenya is highly desirable.
- Experience in developing income-generating activities and experience in income-generating activities, livelihoods and women economic justice in the coastal area of Kenya would be a plus.
- Expertise in equality, gender-transformative approach and social inclusion and diversity.
- Fluency in English is a requirement, and an average level of French or Portuguese will be an asset to communicate with the Program's other countries of implementation.
- Experience in MS Office package (Outlook, Teams, Office suite) and web conferencing applications.

## KNOWLEDGE, SKILLS AND ABILITIES

- Strong organizational skills, ability to coordinate and manage a diverse range of responsibilities: programs, operations, logistics, safety, finance, etc.
- Combined knowledge of gender equality, climate change adaptation (including conservation and protection of nature) and the blue economy.
- Demonstrated leadership and personnel management skills; Demonstrated experience in mentoring and capacity building of staff and experience in staff training and development.
- Strong analytical and judgmental skills; rigour and autonomy in work; flexibility and solution orientation; Ability to work under pressure and make critical decisions on short notice.
- In-depth knowledge of the security environment, security management and general safety.
- Excellent interpersonal, communication (written and oral) and representation skills.

## CONDITIONS OF EMPLOYMENT

- Duty Station: Mombasa, Kenya, with 20% of the trip (Nairobi, regional or international events).
- Type of contract: Fixed-term contract of 2.5 years, which may evolve into an employee contract.
- Starting date: As soon as possible, before mid-October 2023.

## HOW TO APPLY

Interested and qualified candidates should follow the instructions below:

- Send their resume and cover letter, IN ENGLISH, only by email, to HR-RH.international@missioninclusion.ca.
- In the subject line of the email, enter the name of the position "Seascape\_Kenya Manager."
- Name their documents as follows: "First Name Name\_Curriculum Vitae" and "First Name Letter of Motivation."
- The deadline for applications is 30 September 2023 at 0 a.m. local time in Kenya.

**Only those selected for an interview will be contacted.**

***Human Resources Department/Mission inclusion***

Site Web: <https://missioninclusion.ca/en/career/>

Email (e-mail): [HR-RH.international@missioninclusion.ca](mailto:HR-RH.international@missioninclusion.ca)

*Mission inclusion is an inclusive workplace that embraces accessibility, diversity and equality. At any time during the recruitment process, provided they meet the requirements of the position, a candidate may request accommodation. Mission Inclusion takes a non-discriminatory approach to recruitment and fosters a diverse workforce.*