



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:

## **MEAL & COMMUNICATIONS OFFICER**

### **Tanga, Tanzania (national staff only)**

#### **JOB SUMMARY**

Working directly under the Seascope manager based in Tanga Town, the person in charge of Monitoring, Evaluation, Accountability and Learning (MEAL) and Communications will hold a critical field position at the seascope level, within the project. The MEALCO officer will be supervised by two coordinators based at the regional hub; the MEAL coordinator and the Senior communication advisor. This multifaceted role encompasses monitoring and evaluation responsibilities and communication and advocacy tasks. The MEALCO officer will be responsible for all aspects of data collection and analysis to assist in the reporting process to the donor. They will also be responsible for identifying success stories in the activities to promote the project's activities internationally.

#### **PROJECT 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 project is funded by Global Affairs Canada (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 project 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 project's objectives.

#### **KEY ROLES AND RESPONSIBILITIES**

**Monitoring, Evaluation, Accountability and Learning (MEAL) - 60%:**

- Data Collection and Analysis:
  - conduct and coordinate with other team members regular data collection in the field.
  - Work closely with field teams and local partners to ensure the quality of collected data.
  - Analyze data to assess progress towards project objectives.
  - Carry out the monitoring and evaluation in compliance with the requirements of GAC and other partners.
- Reporting:
  - Contribute to the preparation of periodic reports on the project's progress and achievements at the seascape level for stakeholders, including the donor.
  - Provide recommendations based on analyses to improve project implementation.
- Learning and knowledge
  - Facilitate the identification, capitalization, and diffusion of ReSea's impacts & results, lessons learned and best practices.
- Collaboration and Training:
  - Build the capacity of local partners in monitoring and evaluation.
- Accountability
  - With the Gender Equality & MEAL Coordinator and feminist organizations, develop and implement context-specific complaints and feedback mechanisms, including our Protection from Sexual Exploitation and Abuse (PSEA) policy.

#### **Communications and Advocacy - 40%:**

- Coordinate with project partners, including Mission Inclusion and IUCN, to ensure consistent messaging and coordinated outreach efforts for comprehensive and gender-responsive communications.
- Generate high-quality content, including articles, press releases, newsletters, and social media posts, to promote project activities and milestones.
- Cultivate and maintain relationships with local, national, and international media outlets to enhance project visibility.
- Support advocacy efforts for policy changes and community-driven initiatives that align with the project's objectives in collaboration with feminist and women's groups networks, that portrays women and members of other marginalized groups in empowered roles.
- Ensure consistent and strategic branding for Mission inclusion, IUCN, and other partners, in compliance with GAC's branding requirements.

#### **EDUCATION AND EXPERIENCE**

- Bachelor's degree in social sciences, Project Management, Communications, Public Relations, Environmental Studies, or a related field.
- At least three years of experience either in MEAL or communications.
- At least three years of experience working in the non-profit sector or for an international development project.
- Experience with donors (GAC, USAID, FCDO, WB...) will be an asset.
- Experience in ME and communications roles, preferably in environmental conservation or development projects.
- Excellent analytical understanding and demonstrated experience/knowledge in data management and in the areas of gender, social inclusion, women empowerment, women's rights, youth rights and climate justice.
- Strong written and verbal communication skills in English (proficiency in French, Portuguese, or local languages represented in the ReSea countries is a plus).

## KNOWLEDGE, SKILLS AND ABILITIES

- Good knowledge of the WIO region and of climate change and marine conservation issues.
- Proficiency in data collection and analysis tools.
- Ability to work as part of a team and to establish relations with various partners.
- Proficiency in digital communication tools, content management systems, and social media platforms.
- Ability to work collaboratively in multicultural and multidisciplinary teams.
- Passion for environmental conservation and a deep commitment to community empowerment.

## CONDITIONS OF EMPLOYMENT

- Duty Station: Tanga, Tanzania with frequent travel across the Tanga–Pemba Seascape/Coast and with 20% of travel (National & International events)
- Type of contract: Fixed-term contract of 2.5 years.
- Starting date: As soon as possible, before the end of November 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 with their document named as follows: "Full Name\_Resume" and "Full Name\_Cover Letter."
- Please, include "MEALCO\_Seascape\_Tanzania" in the subject line of the email.
- The application deadline is October 30th, 2023 at 0 a.m. local time in Tanzania.

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

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

Website: <https://missioninclusion.ca/en/career/>

Email: [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.*