

Job Vacancy:

Project Management Unit

Position:	Gender and Stakeholder Engagement Expert
Project	Circular Integrated Aquaculture–Horticulture Systems for Climate Resilience in Namibia (NamiGreen) Project
Funding	Global Environment Facility (GEF-8) - Food Systems Integrated Programme (FS-IP); Full-Sized Project; USD7,445,260
Implementing Partner:	Ministry of Agriculture, Fisheries, Water and Land Reform (MAFWLR)
Location:	Windhoek, with travel to project sites
Contract:	Two-Year Contract (subject to satisfactory performance)
Closing date:	16 October 2026, 17h00 (CAT)
Link to apply:	https://forms.gle/aZxDPi6qj15ui81J8

1. Project Background

The project “Circular Integrated Aquaculture-Horticulture Systems for Climate The project “Circular Integrated Aquaculture–Horticulture Systems for Climate Resilience in Namibia (NamiGreen)” has been approved by the Global Environment Facility (GEF) as a Full-Sized Project under the GEF-8 Food Systems Integrated Programme (FS-IP), with total funding of USD 7,445,260. The project is being implemented by the Ministry of Agriculture, Fisheries, Water and Land Reform (MAFWLR), with support from the United Nations Development Programme (UNDP) and the Food and Agriculture Organization of the United Nations (FAO), under the National Implementation Modality (NIM, UNDP) and the Operational Partner Implementation Modality (OPIM, FAO), from 2026 to 2031.

Namibia’s current food system is heavily reliant on livestock production, contributing to land degradation, biodiversity loss and heightened vulnerability to climate change and water scarcity, which threaten food security and rural livelihoods. The NamiGreen project intends to promote sustainable, integrated aquaculture–horticulture systems as a resource-efficient alternative, advancing circular production systems and sustainable inland fisheries.

The project aligns with the priorities of Namibia’s Sixth National Development Plan (NDP6), including climate adaptation, food and nutrition security, sustainable land

and water management, and inclusive rural development, while supporting gender-inclusive natural resource management and enhancing resilience for marginalized communities and youth. The project targets five priority areas: the Calueque–Oshakati Canal, Kavango West, Kavango East, Aminuis Springs and Neckartal Dam; comprising 23 demonstration sites. It pilots integrated solutions for more sustainable food systems, emphasizing diverse approaches to food systems transformation, reducing the environmental impact of livestock through alternative protein sources, and expanding sustainable aquaculture with explicit links to land-based practices.

2. Scope of Work and Key Responsibilities

The Gender and Stakeholder Engagement Expert will work under the supervision of the National Project Manager (NPM), with technical guidance from UNDP and FAO. The Expert will lead gender mainstreaming, social inclusion and stakeholder engagement across all NamiGreen components and project sites.

The Expert will ensure that women, youth, persons with disabilities and other vulnerable or marginalised groups participate meaningfully in project planning, implementation, decision-making and benefit-sharing. The Expert will also promote transparent communication, effective stakeholder coordination and inclusive management of stakeholder concerns throughout the project implementation phase.

The Expert will undertake the following responsibilities:

- a) Coordinate implementation and annual review of the Gender Action Plan, ensuring that gender equality and social inclusion commitments are integrated into project work plans, budgets, technical activities and project site operations
- b) Conduct and periodically update gender and social inclusion analyses to identify the needs, barriers, risks and opportunities affecting women, youth, persons with disabilities and other vulnerable or marginalized groups.
- c) Integrate gender and social consideration into environmental and social safeguards instruments and support measures to prevent discrimination, exclusion, gender-based violence, sexual exploitation, abuse and harassment.
- d) Monitor gender-related activities and results at project sites, including participation, leadership, access to productive resources, employment, enterprise development and distribution of project benefits.
- e) Collaborate with the M&E Expert to integrate gender and stakeholder indicators into the project M&E system and ensure that relevant data are disaggregated by sex, age, disability, location and vulnerability status.
- f) Map and regularly update stakeholders at national, regional and local levels, and coordinate implementation and periodic review of the Stakeholder Engagement Plan.

- g) Guide inclusive and culturally appropriate stakeholder consultations at the 23 project sites, including Free, Prior and Informed Consent processes where applicable, and ensure that consultations and agreements are properly documented.
- h) Support the establishment and operation of the project Grievance Redress Mechanism, including awareness raising, confidential grievance intake, referral, tracking and reporting.
- i) Facilitate coordination among the PMU, Regional Technical Officers, government institutions, regional and local authorities, traditional authorities, communities, civil society, academia, private-sector actors and development partners.
- j) Develop and support implementation of the project Communication and Visibility Strategy, maintain the Project webpage, stakeholder database and mailing list, and coordinate accessible communication products, stakeholder events and the multi-stakeholder partnership platform.
- k) Prepare accessible communication materials, including project briefs, fact sheets, brochures, newsletters, presentations, invitations, training materials, beneficiary stories, press release, social-media content, and other knowledge products, in accordance with applicable MAFWLR, UNDP, FAO and GEF branding requirements.
- l) Prepare gender, social inclusion and stakeholder-engagement inputs for project reports, Project Steering Committee meetings, reviews and evaluations; deliver related training to project personnel and partners;
- m) Document lessons and good practices;
- n) Keep the project team informed of ongoing revisions to national policies and strategies relevant to the project;
- o) Undertake any other tasks assigned by the NPM.

3. Reporting and Institutional Arrangements

The Gender and Stakeholder Engagement Expert will work under the overall guidance and supervision of the National Project Manager (NPM) and will receive technical oversight from UNDP and FAO.

4. Minimum Requirements and experience

- a) A university degree (NQF Level 7 or equivalent) in gender studies, development studies, social sciences, communication, agriculture, environmental management or a related discipline, with demonstrated training or specialization in gender equality, stakeholder engagement or strategic communication.
- b) At least five (5) years of relevant experience in gender mainstreaming, stakeholder engagement, communication or community development; experience implementing Gender Action Plans and Stakeholder Engagement Plans on donor-funded projects will be a distinct advantage;

- c) At least three (3) years of demonstrated experience working in the natural resource sector, preferably in agriculture, aquaculture, fisheries, climate-change adaptation or rural livelihoods.
- d) Demonstrated experience conducting gender and social inclusion analyses and preparing, implementing, monitoring or reviewing Gender Action Plans.
- e) Demonstrated experience developing and implementing Stakeholder Engagement Plans and coordinating consultations with government institutions, regional and local authorities, traditional leaders, communities, civil society, academia, private-sector actors and development partners.
- f) Strategic communication experience, including preparing and implementing communication and visibility strategies and dissemination of project outputs.
- g) Strong facilitation, coordination and interpersonal skills, with demonstrated ability to work effectively with multidisciplinary and multicultural teams and to manage sensitive or confidential stakeholder matters.
- h) A valid driver's license (certified copy required with application);
- i) Proficiency in Microsoft Office applications (Word, Excel and PowerPoint) and virtual communication tools such as MS Teams, Zoom or Google Meet, stakeholder-database, social-media and basic content-development tools;
- j) Ability to support and coordinate the work of multidisciplinary expert groups
- k) Fluency in written and spoken English, including strong report-writing and communication skills. Knowledge of local languages spoken in the project areas will be an advantage.

5. Submission

- a) A one-page cover letter
- b) A detailed Curriculum Vitae (not more than 5 pages)
- c) Certified copies of relevant qualifications (qualifications obtained from foreign training institutions must be accompanied by NQA evaluation report).
- d) Certified copies of National ID and Driver's License

6. Application Procedure

Interested candidates should apply via this link:

Gender & Stakeholder Engagement Expert: <https://forms.gle/aZxDPi6qj15ui81J8>

Enquiries should be submitted to:

National Project Manager

Email: NPM.Namigreen@mfmr.gov.na

MAFWLR is an equal opportunity employer. Women, youth and members of marginalized communities are encouraged to apply. Only shortlisted candidates will be contacted.