

Job Vacancy

Project Management Unit

Position:	Social and Environmental Safeguards Expert (1 position)
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, Namibia, with frequent travel to project sites
Contract:	Two-year contract, renewable subject to performance review
Closing date:	16 October 2026, 17h00 (CAT)
Link to apply	https://forms.gle/UyRfd3wKquxY3dPU6

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.

These activities carry a range of environmental and social risks that must be identified, avoided, minimised and managed in line with the GEF Policy on Environmental and Social Safeguards, the UNDP Social and Environmental Standards (SES), the FAO Framework for Environmental and Social Management (FESM), and Namibian legislation. The project's Social and Environmental Screening Procedure (SESP) and Environmental and Social Management Framework (ESMF) prepared during the design set out the risk categorisation and the safeguards instruments that must be developed and implemented during the inception phase and throughout implementation.

The Expert leads the preparation, disclosure, implementation and monitoring of all safeguards instruments; operates the project's stakeholder engagement and grievance redress systems; ensures that Indigenous Peoples, marginalised communities, women and youth are meaningfully engaged and protected from adverse impacts; and builds the capacity of MAFWLR, site facilitators, communities and contractors to manage environmental and social risks beyond the project's lifetime. Therefore, through engaging multi-stakeholder and institutions, the project's Gender Action Plan and Stakeholder Engagement Plan must be delivered alongside its safeguards instruments.

2. Scope of Work and Key Responsibilities

Under the direct supervision of the Project Manager and with functional guidance from the UNDP Country Office and FAO Representation safeguards focal points, the Expert will undertake the following duties:

- Review the SESP, ESMF and the risk register prepared during project design; update them to reflect the final selection of the 23 demonstration sites and the division of components between UNDP (NIM) and FAO (OPIM).
- Lead site-level environmental and social screening for every demonstration site prior to any civil works, water abstraction or stocking, and determine for each site the applicable regulatory pathway under the Environmental Management Act (2007) and EIA Regulations (2012), including whether an Environmental Clearance Certificate is required from the Environmental Commissioner.

- Prepare, or supervise consultants preparing, site-specific Environmental and Social Management Plans (ESMPs) and, where triggered, targeted Environmental and Social Impact Assessments (ESIAs), ensuring that mitigation measures are practical, budgeted and assigned to responsible parties.
- Coordinate the securing and tracking of environmental permits and licenses required for site operations; Environmental Clearance Certificates, water abstraction permits under the Water Resources Management Act (2013), and maintain a permit register.
- Ensure that safeguards requirements are incorporated into procurement documents, contractor agreements, grant agreements with community groups and Letters of Agreement under the FAO OPIM modality, and verify contractor compliance through site inspections.
- Advise the Project Manager and technical teams on the design of production units so that environmental risks (water use efficiency, effluent reuse in horticulture, energy use) are designed out rather than mitigated after the fact.
- Prepare the safeguards sections of Quarterly Progress Reports, the UNDP-GEF Annual Project Implementation Report (PIR), FAO Project Progress Reports, and the SESP/risk-log updates; support the Mid-Term Review and Terminal Evaluation.
- Document lessons on managing environmental and social risks in integrated aquaculture-horticulture systems and contribute to the FS-IP global knowledge platform and national policy dialogue on aquaculture and inland fisheries safeguards.
- Serve as the PMU's single point of contact for safeguards matters with UNDP, FAO, MAFWLR, the Ministry of Environment, Forestry and Tourism (MEFT) and the Environmental Commissioner, regional councils and traditional authorities.
- Lead Free, Prior and Informed Consent (FPIC) processes and other Indigenous or marginalised groups.
- Establish and operate a project-level Grievance Redress Mechanism (GRM) with accessible site-level entry points and maintain the grievance log and report quarterly.
- Ensure timely public disclosure of all safeguards instruments, the GAP and the SP in English and in accessible local language summaries, and maintain a disclosure record.
- Organise and facilitate national and regional stakeholder platforms, annual review workshops, and multi-stakeholder dialogue on food-system transformation with MAFWLR, MEFT, regional councils, private sector, academia and civil society.

3. Reporting and Institutional Arrangements

The Expert is a member of the PMU hosted by MAFWLR and will work under the overall guidance and supervision of the National Project Manager (NPM) with technical oversight from UNDP and FAO.

4. Minimum Requirements and experience

- a) An advanced university degree (Master's degree, NQF Level 9 or higher) in environmental science, social sciences, aquaculture, agriculture, fisheries management or a closely related field.
- b) A minimum of seven (7) years of demonstrated successful experience in environmental and social safeguards, impact assessment or ESMP implementation for development projects; gender mainstreaming or community engagement on development projects;
- c) familiarity with the UNDP Social and Environmental Standards, the FAO Framework for Environmental and Social Management, and/or GEF safeguards policies will be a distinct advantages;
- d) Hands-on experience preparing at least one of: ESMF, ESMP, ESIA, Stakeholder Engagement Plan, Indigenous Peoples Plan or Grievance Redress Mechanism.
- e) Working knowledge of Namibia's Environmental Management Act (2007) and EIA Regulations (2012), the Water Resources Management Act (2013), the Aquaculture Act (2002) and the Inland Fisheries Resources Act (2003), or demonstrable ability to acquire it rapidly.
- f) Experience in community consultation, FPIC processes and engagement with rural, Indigenous and marginalised communities in southern Africa.
- g) Experience with GEF-financed projects and GEF safeguards, gender and stakeholder engagement policies.
- h) Familiarity with aquaculture, irrigated horticulture, water-resource or inland-fisheries projects, including biosecurity, effluent and non-native species issues.
- i) Experience working with communal land governance, traditional authorities and regional councils in Namibia.
- j) Experience in project communication and information dissemination to different stakeholders.
- k) A valid driver's license (certified copy required with application);
- l) Excellent verbal and written communication skills in English, including the ability to prepare both technical reports and public-facing information;
- m) Experience managing consultants and working effectively within interdisciplinary and multicultural teams;
- n) Ability to work across two agency systems (UNDP and FAO) and to manage multiple sites and stakeholders concurrently.
- o) Proficiency in Microsoft Office applications (Word, Excel and PowerPoint) and virtual communication tools such as MS Teams, Zoom or Google Meet;

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:

Social & Environmental Safeguards Expert: <https://forms.gle/MvTuKp64fcgnD8PX7>

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.