**Republic of Tajikistan**

**TAJIKISTAN RESILIENT LANDSCAPE RESTORATION PROJECT**

**TERMS OF REFERENCES AND SCOPE OF SERVICES**

**for**

**COMMUNITY DEVELOPMENT SPECIALIST**

1. **BACKGROUND AND BRIEF DESCRIPTION OF THE PROJECT**

The Government of Tajikistan implements the Tajikistan Resilient Landscape Restoration Project (TRLRP) project, financed by the World Bank Group (WBG).

The RESILAND CA+ is an umbrella program that will include national projects in Kazakhstan, the Kyrgyz Republic, Tajikistan, and Uzbekistan to help these Central Asian countries restore landscapes through investments and technical knowledge and expertise. In addition to supporting national projects, it will also enhance regional dialogue and collaboration on landscape management region wide. Supporting communities, youth, and women along border areas to build a vibrant economy based on forest and natural resources, RESILAND CA+ also aims to contribute to increased climate resilience of people, ecosystems, and infrastructure.

The Project Development Objective (PDO) of the TRLRP is to increase area under sustainable landscape management in selected locations in Tajikistan and promote collaboration by Central Asia countries on transboundary landscape restoration.

This PDO is uniform across the RESILAND CA+ projects with sustainable landscape management practices differing based on the specific country contexts. In the case of Tajikistan, sustainable landscape management includes practices such as agroforestry (intercropping with trees and shelterbelts); improved grazing land management through temporal enclosure, rotational grazing, and enrichment planting; plantations and reforestation; protected area management; soil fertility and water harvesting and efficiency measures; climate-smart agriculture; and other relevant practices, Sustainable landscape management practices will be carried out by the Government, the private sector, and rural communities in the targeted locations*,* whose capacities will be increased to carry these out.

The project will be implemented by the Project Implementation Team (PIT) under the Center for Implementation of Investment Projects within the Committee of Environmental Protection (CIIP CEP).

1. **OBJECTIVE OF THE ASSIGNMENT**

The Community Development Specialist is an integral part of the Project team charged with providing technical assistance to communities and partners, supporting project development.

The Community Development Specialist will be expected to work closely with Social Development and Gender Specialist, other Project specialists, jamoats, districts and villages and responsible for facilitation and development of Project activities and support to their effective implementation in the respective district, jamoat and villages.

1. **TASKS AND SCOPE OF SERVICES**

Under the overall guidance and supervision of the Project Coordinator, the Community Development Specialist will carry out the following tasks:

* Support and facilitate Pasture User’s Unions (PUUs), Forest User’s Groups (FUGs), Village Organization (VO) and Common Interest Groups (CIGs) in the preparation of sub-project proposals including arranging the technical and financial assistance required for the feasibility analysis and detailed design of sub-projects;
* Arrange and participate in the appraisal of sub-projects, including site visits;
* Implement social mobilization to demonstrate effectiveness of community based approach to sustainable local development in Project area in line with the framework of the Project;
* Work to expand partnership and cooperation between community organizations and levels of government for the implementation of community level micro projects and to have local needs, priorities and initiatives integrated into higher level of development planning in the region;
* Provide support to scaling up of experimentation on local level strategic planning in the Project area;
* Provide professional mentorship, training and support to communities and local authorities;
* Work to expand partnership and cooperation between community organizations and levels of government for the implementation of community level sub-projects and to have local needs, priorities and initiatives integrated into higher level of development planning in the region;
* Provide support to scaling up of experimentation on local level strategic planning in the Project area;
* Supervise and monitor the work of Facilitating organizations in the regions covered by Project.Provide technical assistance to PUUs, FUGs, VO and CIGs undertaking the sub-projects during implementation of activities;
* Participate in monitoring of sub-project activities and associated impacts, and assist PUUs, FUGs, VO and CIGs in conducting participatory monitoring;
* Develop/support in development of necessary training materials and implementation guidelines for local communities and local authorities;
* Draw upon good practices such as tools for participatory rural appraisal in this task, and will work closely with Project staff (including at the rayon level) and consultants and staff from the contracted facilitating organizations;
* Providing training and training materials to Project staff (including at the rayon level) and consultants and project partners in social development tools and processes, such as participatory rural appraisal, to support project activities;
* Participate in regular village consideration of work plans, sub-projects, and project processes;
* Maintain regular grant records on community activities by community and by sub-project;
* Promote good relations between the village members and other Project partners and stakeholders (e.g., Jamoat Councils, district authority, CEP, line agency staff and private sector) and help in prevention and resolution of conflicts;
* Submit monthly report to M&E Consultant regarding monitoring of activities;
* Any other tasks as agreed with the Project Coordinator.

1. **QUALIFICATIONS AND EXPERIENCE REQUIREMENTS**

***Education:***

* University degree in sphere of agriculture, economics, social sciences or related fields;

***Experience:***

* At least 5 years of experience in rural development or related fields as well as having analytical skills;
* Experience in delivering training (and developing related materials, e.g., manuals, presentations, etc.) to a variety of audiences (e.g., rural population, government staff and specialists, NGOs) is desirable;
* Knowledge of agricultural, environmental, rural development, natural resource management, climate change, and food security issues will be an advantage;

***Personal Qualities:***

* Applicants must demonstrate enthusiasm for, and commitment, to social development and in fragile settings, with particular interest in addressing the needs of the most vulnerable. A hands-on and action-oriented approach will be essential;
* Excellent communication, including report writing, and inter-personal skills;
* Excellent team-working skills;
* Ability and willingness to travel to remote areas is essential.

***Communication and Computer Skills:***

* Computer skills (MS office, MS Word, MS Excel, Power point, Internet E-mail etc.) is required;
* Fluency in written and spoken in Tajik and Russian, basic knowledge of reading and writing in English is advantage;

1. **INSTITUTIONAL ARRANGEMENTS**

The Community Development Specialist will be contracted through the Committee for Environmental Protection and will work closely with the Project team PIT and CEP specialists, the project partners, along with other stakeholders as needed.

1. **DURATION**

The Community Development Specialist shall be contracted for 12 months, with an initial 3-month probationary period. The contract will be re-confirmed or terminated depending on the performance assessment by the CEP at the end of the probation period.

1. **REPORTING AND APPROVAL PROCEDURES**

The Community Development Specialist will provide monthly reports to the Project Director through the Head of CIIP in hard copy in Tajik in a format acceptable to the CEP.

1. **CLIENT INPUTS**

The CEP will provide office space, necessary equipment and documents for Specialist during the working period in the CEP office, and arrange transportation for field trips if required.

1. **LOCATION**

The Community Development Specialist will be based in Dushanbe with frequent travels to the project sites.