

JOB DESCRIPTION

Position title:	Social Policy and Safeguards Manager
Reports to:	Conservation and Program Development Director
Supervises:	Relevant consultants when needed
Duration:	July 2020 – July 2025 (with potential extension)
Location:	Hanoi City or Hue City, Vietnam

Background

WWF was one of the first International non-government organizations working in Vietnam. In 1985, WWF began working on a national conservation strategy and since then has worked closely with the Vietnamese Government on a diverse range of environment issues and implemented field activities across the country. Find out more at <http://vietnam.panda.org/>. WWF recognizes that its employees are its most important asset. A competent workforce, thoroughly trained, properly motivated, and bound together by mutual trust and common objectives is crucial to the success of WWF.

The “USAID Biodiversity Conservation” activity is a 5 years program starting from July 2020 to July 2025. The project aims to maintain and increase forest quality as well as protect and stabilize wildlife populations in five high conservation value provinces (Quang Binh, Quang Nam, TT Hue, Quang Tri, and Lam Dong). The project targets ten special use forests and at least five protection forests, linking forest management units across the landscape to maintain forest cover and connectivity of habitats vital for the protection of Vietnam’s threatened and endemic species.

Across Viet Nam, areas of global significance for biodiversity conservation are traditionally managed by local communities and indigenous peoples (men and women) who depend on its forests, fisheries and water resources for their way of life. These communities play a vital role in supporting and enforcing conservation practices as stewards of natural resources, though their role and rights are often not formally recognised. However, the degradation of ecosystems and areas of high biodiversity put rural communities and indigenous peoples whose livelihoods and cultures depend directly on the natural environment at risk.

WWF applies its own robust social policies relating to Indigenous People (IPs) and conservation, poverty reduction and conservation, gender equality and child protection with its new overarching Environmental and Social Safeguards Framework (ESSF). Assessment and treatment of risks (including social and environmental risks), Free Prior and Informed Consent (FPIC), and grievance mechanisms are also core elements of our approach and tools to ensure delivery of our commitment for equitable delivery of and social development for conservation. WWF is therefore seeking a dedicated Social Policy and Safeguards Manager to support delivery of this commitment across five provinces in Vietnam, including in one of our key landscapes, the Central Annamites Landscape.

II. Major Functions:

The Social Policy and Safeguards Manager will report to the Conservation and Program Development Director, and be responsible for developing community consultation processes, safeguards assessments, management and monitoring including grievance mechanisms and ensuring the mainstreaming of gender and other equity issues into programme logic and implementation. The position will utilise WWF ESSF frameworks and other donor frameworks as required.

III. Major Duties and Responsibilities:

The Social Policy and Safeguards Manager’s key roles and responsibilities include but are not limited to the following:

- Oversee the application of WWF’s Social Policies and implementation of the WWF Environmental and Social Safeguards Framework (ESSF) for WWF’s program in Central Vietnam.

- Provide technical inputs to strengthen mainstreaming of social development for conservation and CSO engagement in programmes and projects in Central Vietnam;
- Develop, maintain, update and monitor relevant projects/landscapes Risk Registers;
- Lead roll-out of safeguards approaches and ensure oversight and compliance of implementation;
- Provide input into program activities to ensure gender and social inclusion are mainstreamed across the project portfolio;
- Develop and lead research to ensure gender equity
- Provide written reporting for country level and project level annual and project reports on safeguards issues;
- Act as Vietnam focal point on issues related to safeguards and social policies including SD4C
- Provide coaching and technical support to technical field staff and partners on community consultation, FPIC, Grievances Mechanisms and other mechanisms to ensure safeguard objectives are met as well as conducting TNAs as required;
- Support the development and maintenance of Monitoring and Evaluation frameworks of project interventions in relation to social metrics (e.g. gender disaggregation);
- Performs other duties as requested by the Conservation and Program Development Director or his/her designate.

II. Profile:

Required Qualifications

- Degree in humanities social science, or international development studies;
- At least 7 years of working experience in social and environmental safeguard development and application of standard frameworks such as the World Bank Environmental and Social Management Framework (ESMF), USAID Initial Environmental Evaluation (IEE) and associated management plans and ADB's social inclusion framework;
- Expertise in gender mainstreaming and social inclusion, especially in relation to women's access to, participation in, and control over forest resources;
- Background in conducting community consultations and applying Free Prior Informed Consent and Grievances Mechanisms;
- Understanding and experience in relation to local communities, natural resource management and Human Rights an advantage as is a track record in linking environmental issues with social development issues;
- Excellent understanding of Political, Economic, Social, Technology, Legal and Environment (PESTLE) contexts in Viet Nam will be an advantage;
- Familiar with participatory approaches, especially in monitoring and evaluation practices.

Required Skills and Competencies:

- Strategic and innovative thinking
- Presentation, communications, public speaking and negotiation skills
- Networking and interpersonal skills
- Fluency in written and spoken English
- Adhere to WWF's values: Knowledgeable, Optimistic, Determined and Engaging
- Respective Competencies: WWF Focus; External Orientation; Delivery quality outcomes; Building working relationships; Communicate effectively.

III. Working Relationships:

Internal: Works closely with landscape managers and project managers and technical staff operating within focal provinces.

WWF Network: Liaise with the WWF Social Development for Conservation (SD4C) community and the Safeguards community in the Asia Pacific region and internationally, and with other relevant WWF Network teams and offices

External: Interact with relevant government agencies and other International NGOs and national CSOs working on social development and civil society strengthening in Vietnam.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated

proactively from staff. Other tasks may be assigned as necessary according to organizational needs.