



WOMEN'S LIVELIHOODS OFFICER FOR GASHAKA GUMTI NATIONAL PARK

Terms of Reference (ToR)

Position Description: Nigeria's largest protected area, Gashaka Gumti National Park (GGNP) is located in Taraba and Adamawa States on the border with Cameroon. The park harbours a huge diversity of wildlife, but is threatened by illegal cattle grazing, poaching, and logging. Africa Nature Investors (ANI) Foundation is a Nigerian NGO established to demonstrate that private sector investment can make the protection of nature profitable. Protection of Gashaka Gumti National Park is our first project and we have signed an agreement with the National Park Service (NPS) establishing a Private-Public Partnership (PPP) co-management model.

The project supports women's livelihoods projects mainly through Roshan Renewables, a social enterprise organisation that has supported the establishment of women's Savings and Loans Groups (SLGs) for 2,000 women in over 35 communities around the park. These SLGs have successfully supported women to save money and to establish Small and Medium Enterprises (SMEs). Roshan Renewables also distributes fuel efficient stoves to households across the project area. ANI requires a Women's Livelihoods Officer to lead the establishment of a commercial shea processing enterprise, mentor the SLGs as they transition to cooperatives, support the establishment of a women's centre for training, and to support gender-based awareness and training for women in the project area.

Hierarchy: Reports directly to the Community Liaison Manager.

Based at: Serti (Gashaka L.G.A., Taraba State) with frequent trips to the communities around the park.

Experience and Qualifications:

- A degree or equivalent experience in anthropology, sociology, business administration or other relevant disciplines.
- Experience with establishment and operation of Small and Medium Enterprises (SMEs) for women especially in shea processing.
- Mature with management experience.
- Excellent written English and report writing skills.
- Excellent communication and interpersonal skills.
- Fluent in spoken Hausa, speaking Fulfulde language an advantage.
- Good with Microsoft office and computer literacy.

Qualities:

- Very self-disciplined, ability to work independently and without constant supervision.
- Outgoing 'Go-Getter' attitude and role model to girls and women in the community.
- High personal and work standards
- Strong leader, able to manage our team of Community Liaison Officers (CLOs)

Responsibilities:

Shea processing enterprise development

- Develop and mentor the GGNP Women's Shea Cooperative to buy and process shea and to market the shea butter nationally and internationally.
- Liaise with the Global Shea Alliance to identify and meet with off-takers and processors in the sub-region to identify partnerships, understand the market opportunities in Nigeria,
- Understand constraints and challenges to shea processing and support the GGNP Women's Shea Cooperative to overcome these.
- Seek input and advice from specialists in order to oversee the building of a fit-for-purpose

Shea processing facility complete with the appropriate shea processing machinery that will produce shea butter of the right quality specified by partner off-takers.

- Oversee the establishment of a shea tree nursery attached to the shea processing centre that can produce and distribute grafted shea tree seedlings for planting on farms.

Other responsibilities:

- *SLGs/Cooperatives* - oversee and mentor the SLGs as they transition to cooperatives.
- *Water, Sanitation and Health (WASH)* - Identify and engage a WASH NGO to establish a programme in the project area.
- *GGNP Women's Centre* - oversee the management of women's centre that will serve various functions including shea processing, tree nursery, poultry farm, training centre.
- *Gender-based training* – bring in consultants and specialists to provide training on specific gender issues.
- *Monitoring, Evaluation and Learning* – develop and implement a process for the collection and reporting of KPIs to track the progress of activities and learn from them.
- Any other duties as required from time to time.

Time-off cycle: The rotation is 30 days at work followed by 7 days leave.

Salary: There will be a competitive salary commensurate to experience.

Other benefits: Medical Insurance/ Aid provided.

Applications should consist of a CV and cover letter. The CV should list three independent professional referees. Contact details for previous employers should also be provided. Applications should be sent to: recruitment@ani-nigeria.org not later than the 28th of February 2025, as one single Word document. The title/subject of your email and application should be the position you are applying for.