

Terms of Reference (ToR)
Carbon Project Manager for Gashaka Gumti and Okomu National Parks

1. Background

Covering 5,907 sq. km, Gashaka Gumti National Park (GGNP) straddles Taraba and Adamawa States in Nigeria and extends along the international border with Cameroon as one of West Africa's last great wildernesses. Unfortunately, the park has been chronically underfunded for many years with poorly trained and ill-equipped rangers unable to tackle threats of logging, poaching, mining, and illegal cattle grazing. In 2018, Africa Nature Investors (ANI) Foundation signed a 30-year co-management agreement with the National Park Service (NPS) and is making great strides in restoring the lost glory of the park.

Due to their success in GGNP, ANI signed an additional co-management agreement for Okomu National Park (ONP) in Edo State, Nigeria. ONP harbours a huge diversity of wildlife and represents one of the last intact forest ecosystems in southwestern Nigeria. Like GGNP, the park is threatened by illegal logging, farm encroachment, and hunting for bush meat. ANI is working to protect the park and use conservation as a driver of sustainable development for stakeholder communities.

To fund the long-term protection of these landscapes, ANI Foundation is developing carbon credit generated from forest protection and regeneration. With its co-developers Africa Carbon Partners (ACP), ANI has significantly developed the Gashaka Gumti Forest Carbon Project, an ARR project under Verra Methodology VM0047, which is currently being reviewed by a Validation and Verification Body. The project aims to use fire and grazing management to regenerate biomass in degraded regions of GGNP and will involve both VCS and CCB components.

ANI Foundation and ACP are looking for a highly motivated and experienced individual to be based in GGNP, Nigeria to manage the development and implementation of these two carbon projects. You will work especially closely with Gashaka Gumti's Fire and Grazing Manager (who will work with the local pastoralists to change their use of the landscape). In addition, ANI Foundation and ACP are exploring a carbon project in the Okomu landscape.

2. Objectives of the Assignment

- Achieve the validation and verification of the Gashaka Gumti Forest Carbon Project, including through CCB standards.
- A fully developed Project Design Document (PDD) for the Okomu Carbon Project.
- Robust and functioning monitoring systems that track carbon project implementation activities.
- Successful sale of carbon credits and distribution of funds according to outlined payment structures

3. Scope of Work

- Oversee the validation and verification of the Gashaka Gumti Forest Carbon VCS Project, including responding to comments by the VVB and addressing relevant findings as well as coordinating various contractors and stakeholders.
- Oversee implementation and execution of the PDD, specifically ensuring park management activities are aligned with statements made in the PDD and that the necessary monitoring and evaluation systems are in place and up to required standards.
- Manage the development of the CCB project in GGNP, leading through the development of the PDD to project implementation and coordinating relevant contractors, stakeholders, and internal team members.
- Work especially closely with project's Fire and Grazing Manager (who will work with the local pastoralists to change their use of the landscape), on the 2 above activities.
- Oversee the development of benefit sharing mechanisms with government and local communities and coordinate the distribution of funds from the sale of carbon credits through these established financial structures.
- Manage the development of a carbon project in the Okomu Landscape and oversee the activities required for its implementation.
- Coordinate ANI team members to ensure they are aware of the carbon project and its requirements, and they are performing the tasks required for the project's development and execution.

4. Deliverables

- Validated Gashaka Gumti Forest Carbon Project VCS PDD
- Validated Gashaka Gumti Forest Carbon Project CCB PDD
- Validated Okomu Landscape Carbon Project PDD
- Successful GGNP Verification Report
- Successful ONP Verification Report

5. Qualifications & Experience

- Proven experience in project management, particularly in relation to carbon projects.
- Strong background in environmental sciences and/or biodiversity.
- Experience with carbon project development, particularly with CCB projects.
- Familiarity with/experience working in Africa.
- Excellent communication and facilitation skills.
- Experience in monitoring and evaluation systems.
- Strong interpersonal skills to coordinate with different stakeholders including international consultants and Nigerian governmental staff.
- Strong time-management and interpersonal skills with an ability to manage others and ensure timely delivery against milestones.
- Strong writing skills and track record in report writing or similar.
- Ability to travel to/live in remote locations for extended amounts of time.

6. Reporting & Supervision

The consultant will report to Nacha Geoffrey, Country Manager, ANI Foundation and work in close coordination with the ACP, GGNP and ONP teams.

7. Remuneration and benefits:

Salary will be competitive. All transport, accommodation and meals while travelling between the workplace and home. All meals at work are provided. Accommodation provided. Medical Insurance/ Aid provided.

8. Application Process

Applications should consist of a CV and cover letter outlining relevant leadership. 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 no later than October 31st, 2026, as one single PDF document. The title/subject of your email and application should be the position you are applying for.