

**FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA  
MINISTRY OF ENVIRONMENT AND FOREST**

**Term of Reference**

**Forest Officer – Regional REDD+ Pilot Coordination Unit**

**BACKGROUND**

**Ethiopia is not a major emitter of greenhouse gases, but does store substantial carbon stocks** (over 2.7 billion tons of CO<sub>2</sub>e) in more than 12 million hectares of forests and wood lands. Due to the increase of population and the expansion of agricultural activities, these forests are being lost at an alarming rate. Ethiopia has an opportunity to capture and deploy climate finance to improve livelihoods, build resilience and reduce poverty through climate actions including REDD+.

**The Government of Ethiopia (GoE) developed a Climate Resilient Green Economy (CRGE) strategy in 2012.** The strategy aims to build a climate resilient green economy and to make the country carbon neutral by 2025. The CRGE is led by the Prime Minister's office and is enjoying growing ownership among national line ministries and development partners. The Strategy identifies eight sectors that play key roles in sustainable development: Reducing Emissions from Deforestation and Forest Degradation (REDD+), soils, livestock, energy, buildings and cities, industry, transport and health.

**To achieve the GoE's CRGE related goals on land use change and forestry, the Ministry of Environment and Forest (MoEF) is implementing a national REDD+ Readiness Program.** Under the leadership of the Environmental Protection Authority (EPA, the predecessor of the MEF), Ethiopia joined the Forest Carbon Partnership Facility and submitted a Readiness Preparation Proposal (R-PP) in April 2010, which was approved in March 2011. The R-PP lays out a roadmap for the country to become ready for a future REDD+ financing mechanism.

**The government of Ethiopia is planning to establish REDD+ Regional Offices mandated to coordinate the Regional readiness and capacity building activities and REDD+ piloting.** Piloting REDD+ is an important part of REDD+ Readiness aiming at generating lessons to the national REDD+ strategy. Piloting is targeted in three different Regional States (SNNPR, Amhara and Tigray regional states) while the Oromia Region is well underway in the design of state level REDD+ program. The aim of the upcoming REDD+ pilots is for the REDD+ Secretariat and sub-national governments to work together on preparatory activities that are necessary in documenting 'bankable' REDD+ Pilot Projects, that would be ready to receive further financing from GoE's CRGE Facility, development partners, private investors, or other climate and carbon finance sources. Moreover, pilot preparation activities in the three Regional States will help to ensure that local communities are properly engaged and informed, that officials and community members are trained in key activities, that institutional and legal arrangements are clear and well consulted, that a baseline of GHG emissions determined, a locally-appropriate monitoring and reporting systems and estimates of potential emissions reductions from the pilot project implementation are prepared, that the costs for the implementation of the activities are identified, and that social and environmental risks are identified and proper mitigation measures prepared that the benefit sharing arrangements are well understood at each level. Preparation activities will also help to ensure that future proposed REDD+ investments, financing needs, ER potential, and benefit sharing arrangements are well documented for potential investors.

**Institutional arrangement.** The federal-level REDD+ Secretariat and Regional Bureau of Agriculture (Natural Resource and Environmental Protection Authority) (until MEF regional structure is put in place) will provide technical support, supervision and oversight on the REDD+ pilot preparatory activities and implementation of REDD+ Readiness activities. A Regional REDD+ Coordination Unit will be responsible in the planning, execution, coordination and reporting of the pilot preparatory activities in selected sites and regional readiness and capacity building activities. The coordination unit will have a Coordinator, a Forest Officer and an Accountant, a Secretary and a Driver. The coordination unit will be regularly monitored by the national REDD+ Secretariat and report to the same. The REDD+ Coordination unit in SNNPR will reside in Hawassa and housed in the Bureau of Agriculture

The REDD+ Secretariat at the Ministry of Environment and Forest seeks to recruit a Senior Forest Officer with tasks and qualifications stated below.

## KEY DUTIES AND RESPONSIBILITIES

The Forest Officer at the Regional Coordination Unit will be responsible for planning and execution of the Regional REDD+ Pilot preparatory activities at regional level. She/he will be responsible for following specific tasks:

### Specific Tasks

- Identify project site specific forest problems and challenges and prepare action plan for identified problems and challenges
- Prepare plans for consultation and participation of local communities in collaboration with regional bureaus and the national REDD+ Secretariat;
- Prepare ToRs and submits activity plan and financial requests to the regional REDD+ pilot coordination unit for capacity building in terms of workshops, trainings and exposure visits;
- Ensure that the forest development and conservation activities considered during the regional REDD+ Pilot Preparatory phase considers the promotion of multiple benefits such as economic development, watershed protection, increased agricultural production through agro-forestry practices and cultural values;
- Plan, execute and support the implementation of capacity building (training and awareness creation) activities on REDD+ and forest development, conservation and sustainable forest utilization for community members, experts and officials at regional, zonal and Woreda levels;
- Provide capacity building for regional REDD+ Steering Committee and partners institutions at the local level on forest development, conservation and sustainable utilization of forest resources;
- Assess the role of conservation, carbon stock enhancement and sustainable forest management to increase carbon sequestration while promoting bio-diverse native forest, and supporting local income and employment generation;
- Actively take part in the screening, identification and selection of regional REDD+ pilot sites;
- Prepare work plans and activity descriptions for regional REDD+ Pilot sites for implementation of readiness activities in the pilot sites;
- Prepare plans for community livelihood diversification options and facilitates the acquisition and distribution of inputs for the same;
- Prepare and execute plans for PFM preparatory activities of forest dependent communities in and around REDD+ Pilot areas;

- Assist the Coordinator in overall implementation of capacity building and Regional REDD+ Readiness activities.
- Perform any additional duties and tasks as needed by the regional REDD+ Pilot Coordination Unit;

#### **REQUIRED SKILLS, COMPETENCIES AND EXPERIENCE**

- A minimum of Bachelor's Degree or Master's degree in the fields of Forestry, Natural Resource Management and Land Resource Management;
- At least 6 years of experience for BSc and at least 4 years of experience for MSc in the field of forest development, forest conservation, forest utilization or Participatory Forest Management;
- Experience in forestry project implementation is an important asset;
- Knowledge of national and regional forest policies and REDD+ is an asset;
- Good communication skills, including fluency in English and Amharic.

#### **SUPERVISION AND COORDINATION**

The Forest Officer will be a team member of the Regional REDD+ Coordination Unit, based in the Regional Bureau of Agriculture (until regional MEF Bureau is put in place). She/he will be under the supervision of and will report to the Coordinator of the Regional REDD+ Coordination Unit.

#### **CONTRACT DURATION**

The Forest officer will be recruited for a period of 12 months with the contract being extended on the basis of his/her performance.

#### **DELIVERABLES**

The Forest Officer will deliver monthly reports on activities executed and prepare analytical briefings as required by the Regional REDD+ Pilot Coordinator.