

# Practical **ACTION**

## **JOB PROFILE**

### **THEMATIC LEAD CLIMATE RESILIENCE**



## ABOUT US

We are an international development organization putting ingenious ideas to work so people in poverty can change their world.

We do things differently, so answers that start small can grow big – bringing people together in bold collaborations, combining knowledge and innovation to help shape a world that works better for everyone.

We help people find solutions to some of the world's toughest problems. Challenges made worse by catastrophic climate change and persistent gender inequality. We work with communities to develop ingenious, lasting and locally owned solutions for agriculture, water and waste management, climate resilience and clean energy. And we share what works with others, so answers that start small can grow big.

We're a global change-making group. The group consists of a UK registered charity with community projects in Africa, Asia and Latin America, an independent development publishing company and a technical consulting service. We combine these specialisms to multiply our impact and help shape a world that works better for everyone.

## OUR AIMS

We help people find solutions to some of the world's toughest problems, made worse by catastrophic climate change and persistent gender inequality. Our aims are to:

- Make agriculture work better for smallholder farmers, many of them women, so they can adapt to climate change and achieve a good standard of living
- Help more people harness the transformational effects of clean affordable energy and reduce avoidable deaths caused by smoke from indoor stoves and fires.
- Make cities in poorer countries cleaner, healthier places to live and work.
- Build disaster resilience into the lives of people threatened by hazards – reducing the risk of hazards and minimizing their impact on lives and livelihoods.

## HOW WE WORK

We work on holistic solutions that change systems and have a framework to help us achieve our aims:

- Analyze the root causes of a poverty and vulnerability
- Define the change at scale we need to make
- Develop activities along three complementary paths: Demonstrate, Learn and Inspire.
- Demonstrate that our solutions are sustainable in the real world
- Learn by capturing evidence and adapting our approach
- Inspire wider support to multiply our impact.

## OUR ORGANISATION

Practical Action is an unconventional, multi-disciplinary, change-making organization

- A highly innovative community development charity operating in Africa, Asia and Latin America. **Practical Action** community projects use ingenious ideas to design, test, refine and prove new ways to overcome poverty and disadvantage and then ‘open-source’ knowledge of what works so that it can be implemented at a greater scale by others.
- A world-class consulting operation that helps socially responsible business, government policy makers and other development organizations. This draws on learnings from our own development work as well as the combined brainpower of a roster of over 2,000 expert consultants. **Practical Action Consulting** helps to extend the reach of our influence by providing the best advice to others, whose work can make a bigger difference.
- A well-respected specialist development publisher. **Practical Action Publishing** brings together development practitioners, researchers and thought leaders to create publications that stimulate discussion, strengthen peoples’ capabilities and inspire sustainable change.

## ABOUT OUR WORK IN WEST AFRICA

In the Economic Community of West African States (ECOWAS), two-thirds of the population make their living working in agriculture. About 90% are smallholder farmers with an average plot size below 1 ha, who depend mainly on agriculture for subsistence and often live below the poverty line. In urban areas, zones at highest risk of flooding and extreme heat tend to be settled by low-income households (from rural exodus), often informally. Each rainy season brings reports of dozens dead and thousands displaced by floods. The frequency and severity of extreme weather events appear to be on the increase.

The ever-growing urban population along with climate change exert an increasing and tremendous pressure on energy and food security as well as livelihoods in the region. Strengthening climate resilience– the ability to adapt to long term climate changes and to anticipate and recover well from shorter term climate shocks including droughts and floods - is a major objective of governments in West Africa.

Practical Action West Africa is working with smallholder farmers and urban communities to strengthen their resilience to climate related risks through access to information and knowledge services that effectively reach “the last mile” and through generating evidence to improve local planning, governance and investment in resilience. We expect to see improvements in the management of livelihoods risk, land use planning and in the effectiveness of early warning systems and disaster preparedness. In tandem with the climate resilience agenda led by this role we work on energy for adaptation. In this work we expect to see farmers, livestock owners, fishers and other small business owners with access to sufficient energy to produce, transform and store their products in a way which earns them higher incomes, and improves their living standards.

We deliver influence, innovation and impact through direct community programming, technical assistance consulting and through the intentional and targeted use of knowledge.

For the 2025-30 timeframe, we aim for our work in the region to expand in more countries in the ECOWAS region and to revolve around:

- Facilitating donors, governments and other institutions to improve their understanding and uptake of the best suited technologies and approaches for increasing climate resilience.
- Working with private sector and others to improve and ensure understanding of



the complexity agricultural market systems and the role that energy access and information systems can play to strengthen resilience and improve lives and livelihoods, from small agri- businesses to the poorest and most marginalized.

- Catalyzing positive change using technologies to build more equitable, sustainable and resilient systems that deliver on the needs of the poorest and most vulnerable.
- Evidence gathering in collaboration with businesses, experts, universities, governments and others on what works, what doesn't and how to replicate and scale successful business models.

## SCOPE OF WORK

<b>Title</b>	Thematic Lead Climate Resilience
<b>Salary range</b>	In accordance with Senegal office grade scale
<b>Reporting to</b>	Country Director, Senegal with matrix to Global Climate Resilience Programme Manager
<b>Direct reports</b>	Climate Resilience Officer Junior Climate Resilience and Agriculture Officer Junior MEL Climate Resilience Officer
<b>Internal Group Links</b>	Business Development Strategy Team Climate Resilience Team Zurich Climate Resilience Alliance
<b>Key Working Relationships</b>	Global Climate Resilience Programme Manager, Head of Climate Resilience Agriculture and Markets Lead West Africa, Thematic Lead Energy
<b>Location</b>	Dakar, Senegal
<b>Duration</b>	2 years - Full Time
<b>Travel</b>	Within Senegal, but also in West Africa and elsewhere

## ABOUT THE ROLE

This is an exciting role for Practical Action (PA) in West Africa (WA) to support the development of our strategy and business planning in the area of Climate and Resilience and of Agricultural livelihoods improvements. The job will consist of five main components:

- Technical thematic and strategic leadership on Climate Resilience in WA
- Project management accountability for the delivery of activities in Senegal under Practical Action's global programme on Climate Resilience, funded by the Zurich Foundation (35% of the role)
- Coordinate and manage other ongoing projects in the climate resilience and agricultural livelihoods portfolio (25% of the role)
- Deliver on consultancies as an expert advisor in at least one of the following areas: climate resilience, agriculture, market systems (10% of the role)
- Drive our business development in the area climate resilience including of agricultural adaptive

livelihoods, and contribute within regional and global teams on business development in areas of inclusive agriculture market systems (30% of the role)

- Lead on policy advocacy influencing and knowledge planning on climate resilience for Practical Action in the region. Represent Practical Action to the Zurich Climate Resilience Alliance.

## **JOB FUNCTIONS**

### **Managing Relationships and Strengthening Profile**

The job holder (referred to below as the Thematic Lead Climate Resilience) will work under the supervision of the Country Director with matrix management input from the global Climate Resilience Programme Manager. He/she will manage a small team of project management officers/advisors, MEL assistant, community liaison officers or researchers in Senegal and in west Africa.

Project delivery will be overseen by the Thematic Lead Climate Resilience and through project management of other PRACTICAL ACTION staff and experienced external consultants, and the Thematic Lead may also be called on to input to assignments managed by other members of the team, and/or led by PRACTICAL ACTION offices in other regions.

The job will entail the development and maintenance of new and existing partnerships with other organizations and our network of national and international consultants. The postholder will interact and collaborate with central and county governments, regional bodies, international agencies and development partners, institutions of higher learning and peer organizations, as required to deliver work to a high quality.

## **ACCOUNTABILITIES**

### **Contract delivery and quality (60%)**

The job holder will oversee the implementation of the Zurich Climate Resilience Alliance (ZCRA) programme in Senegal, a global initiative funded by the Zurich Foundation and implemented by Practical Action in five countries across Africa, Southeast Asia, and Latin America.

The Thematic Lead will dedicate approximately 35% of their time to this initiative. Funding for the Senegal ZCRA project has been approved for a 4-year period from January 2024 to December 2027. The lead will be responsible for delivery of the ZCRA Project according to approved work-plans and budgets including:

- Technical inputs, budget and contract management, client relationships' partner coordination/ facilitation, production of reports/ knowledge products and team management (with responsibility for other project team members' inputs; developing TORs, ensuring timely delivery, and quality assurance of subcontractors and Practical Action staff).
- Managing our relationship with all project partners and stakeholders including the *Ecole Polytechnique* in Thies, the Commune of Thies North and local beneficiary communities.
- Promoting a dynamic of knowledge exchange and learning around strengthening community resilience to flooding in West Africa
- Developing collaboration with strategic actors in the West Africa region to promote use of the Flood Alliance approach and tools with the aim of strengthening community resilience to flooding across the region.

The Thematic Lead will also dedicate approximately 25% of their time to other initiatives (Projects and consultancy) related to climate, resilience, agricultural livelihoods. Current ongoing projects for Senegal have been secure until 2027. The lead will be responsible for delivery of Practical Action

projects and consultancy commitments according to approved work-plans and budgets including:

- Technical inputs, budget and contract management, client relationships' partner coordination/ facilitation, production of reports/ knowledge products and team management (with responsibility for other project team members' inputs; developing TORs, ensuring timely delivery, and quality assurance of subcontractors and Practical Action staff).
- Managing our relationship with all projects partners and stakeholders involved in the related project in the portfolio.
- Delivery of other relevant assignments and consultancy in the region in close collaboration with Practical Action UK, other regional offices, external partner organization and consultants.
- Be responsible for all or selected aspects of assigned projects including technical inputs, budget and contract management, client relationships' partner coordination/facilitation, production of reports/knowledge products and team management (with responsibility for other project team members' inputs; developing TORs, ensuring timely delivery, and quality assurance of subcontractors and Practical Action staff).
- Ensure that information and lessons learned are collected from projects and knowledge shared with key stakeholders within and outside the organization (including writing and reviewing relevant project reports and knowledge products)

### **Project Development and Resource mobilization (30%):**

The Thematic Lead is expected to spend 30% of their time driving our business development *primarily* in climate and resilience but contributing to business development in other areas of the strategic business plan of PA West Africa.

This will entail working with the WA and international teams across Africa and the UK to:

- Identify and review opportunities
- Identifying the capabilities, activities and roles needed to deliver projects'
- Contacting potential partners and external associates and agreeing partnering arrangements
- Developing technical proposals and methodologies for project delivery
- Collating organisational information and relevant project references
- Developing project budgets
- Networking with relevant stakeholders and potential clients/funding agencies in the region with a view to securing new work.
- Advise on growth strategy in the areas of climate resilience and build this into proactive and reactive business development in order to grow our capacity.

### **Learning and thought leadership (10%)**

The postholder is expected to spend 10% of their time contributing to learning and thought leadership across the organization and also externally. They will play a key role in connecting our work across climate and resilience, agricultural market systems and in developing knowledge and information services that meet the needs of rural and other marginalized communities in West Africa.

This will entail working with the WA and international teams to:

- Represent West Africa in Practical Action internal meetings and events initiatives
- Represent Practical Action at external regional meetings and events,
- Lead on influence and knowledge strategy and planning
- Author and commission articles, blogs etc. for publication in international media and journals based on a synthesis of project experience
- Build and maintain relationships with regional associate consultants to enable Practical

- Action to effectively deliver assignments in the region.
- Identify innovations, technologies and new areas for developing improved and innovative solutions and approaches to ensure that Practical Action remains on the cutting edge in Africa.

## **PERSON PROFILE**

To be successful in the role, the ideal candidate will be able to demonstrate:

### **Skills and experience**

#### **Academic Qualifications:**

- A master's degree in geography, climate science, agriculture, economics, international development or related field.
- Other relevant training such as project management, systems thinking, climate risk management, inclusive market development, gender, rural development etc., will be an asset.

#### **Technical Skills and Experience:**

- Demonstrated experience in project management, including managing staff on the ground and budgets
- Sound knowledge and experience in the international climate and flood resilience sector relating to climate risk management, rural economics and/or agricultural market systems
- Experience with system thinking
- Understanding of agriculture risk management, including climate change and how technologies and knowledge can build resilience of small holder farmers.
- Knowledge and experience of one or more of the following: agriculture business and subsistence sectors in West Africa; private sector engagement, social impact assessment and participatory methods.
- Strong background in research and/or consulting
- Excellent writing skills
- Fluency in written and spoken French and professional proficiency in English are essential.

#### **Other Competencies/Abilities/Skills desired:**

- Ability to work independently with minimal supervision, generate new project ideas and contacts and drive forward initiatives proactively
- Excellent communication and influencing skills across cultures, including proven technical writing and presentation/communication skills.
- Analytical and numerical skills, familiarity with the research process and the ability to synthesize data, present results and draw meaningful conclusions.
- Excellent project management skills, including finance and contract management, client and stakeholder management, managing inputs from team members, consultants and partners, capability to use project management tools to deliver projects on time and budget to the satisfaction of the client.
- Excellent organizational and time management skills and ability to adhere to strict deadlines.
- Clear understanding of gender issues.
- Ability to convene stakeholders across academia, NGO, private sector and government in West Africa and run meetings or workshops.

#### **Relevant Job Experience:**

- Proven relevant experience in rural economic development projects or consultancy assignments within the NGO, research or private sectors, in Africa and internationally (relevant experience in the region of choice is highly preferable).
- Experience of living and working in Francophone West Africa.
- Demonstrated experience in producing research and/or consulting reports and other knowledge products.
- Demonstrated experience in developing proposals and securing new projects or consultancy assignments.

### **Additional Requirements for the job:**

#### **KEY BENEFITS**

Inspiring people is central to Practical Action's mission. This starts with our own staff. Through talented and committed staff we will effectively deliver practical answers to our beneficiaries and influence others to build on our philosophy to deliver practical answers to poverty.

**Hours:** 37.5 hours per week Monday to Friday and opportunities for some remote working

**Annual leave:** Annual holiday entitlement is 24 days in addition to public holidays.

**Benefits:** Health insurance coverage including spouse and children, life insurance and salary contribution in lieu of pension.

## **HOW TO APPLY**

If you believe that you are the right candidate for the role and have the experience, skills and the ability we are looking for, please submit your application (a cover letter and updated CV) to email: <mailto:WestAfricaRecruitment@practicalaction.org>

**Clearly indicate in the subject line the position you are applying for.**

**The application deadline is June 10<sup>th</sup>, 2025.** However, the shortlisting process will be done on the rolling basis until we find the right potential candidates for further selection steps.

We treat all applications for employment on their merits and do not take into consideration any factors that are not relevant to the job such as disability, race, age, religion, gender, gender reassignment or sexual orientation.

Practical Action is committed to safeguarding and protecting children and vulnerable adults and as such candidates will be subject to pre-employment checks.

**Only shortlisted candidates will be contacted for further process.**