

National Irrigation Board (NIB)
Kenya Natural Resources Management Project (KNRMP)

Ref. NIB/T/19/2009-10
Social Development Specialist
Terms of Reference

I. Background

The Government of Kenya has received a credit from the International Development Association (IDA) of the World Bank to support the Kenya Natural Resources Management Project (KNRMP).

The development objective of the project is to enhance the institutional capacity of the Government of Kenya to improve governance and management of water and forest resources in a sustainable and participatory manner.

One of the long term aims of the project is to improve livelihoods of communities participating in the co-management of water and forests while allowing responsible use of these resources by downstream communities.

The project has adopted a Community Driven Development (CDD) approach aimed at scaling up support for local governments and governance at sub-national levels towards improved service delivery, accountability, participation and development of own resource base.

National Irrigation Board (Board) intends to apply part of the proceeds of the IDA credit to recruit a Social Development Specialist to provide assistance, technical guidance, knowledge sharing, capacity building and leadership to ensure that social safeguards for the KNRMP's Irrigation Sub-Component are adequately addressed and incorporated in the operational activities of the Board.

The social safeguards are laid out in KNRMP's Resettlement Policy Framework, Environment and Social Management Framework and the Indigenous Peoples Planning Framework.

The Board now invites qualified Kenyan nationals to apply for recruitment to the post of Social Development Specialist in line with the following information and requirements.

II. Objective of the Assignment

The main objective of the assignment is to strengthen NIB's capacity to manage irrigation development programmes and provide operation and maintenance services in schemes in a participatory and effective manner.

The aim is to integrate communities in the project's activities to enable sustainable livelihood improvements of communities depending on irrigated agriculture.

III. Duties and Responsibilities

The specific duties and responsibilities of the Social Development Specialist shall include the following:

Under the overall supervision of the Irrigation Sub-Component Coordinator provide technical advice to NIB, and as leader or member of multidisciplinary teams, be responsible for the sociological aspects of irrigated agricultural and rural development operations of NIB.

Participate in review and clearance of project documents for compliance with safeguards policies.

Analyse population dynamics, poverty, livelihoods, income sources, levels and distribution, land tenure, access to infrastructure and services, rural institutions, gender roles and other relevant socio-economic factors to define project target groups. Ensure the participation of project beneficiaries in project actions and management and that they benefit from the actions.

Design, undertake, supervise and analyse socio-economic surveys and studies of rural livelihood systems within the context of the design, implementation and evaluation of investment programmes and projects and advise on related methodologies.

Interact with stakeholders, including government agencies/departments, development partners and beneficiaries, to facilitate exchange of critical information for the purpose of validating findings and recommendations regarding investment proposals.

Assist the Project Coordinators in the selection and briefing of Environmental and Social Impact Assessment and Resettlement Action Planning Consultants, drafting of Terms of References for consultancies with social dimensions and in supervising and reviewing the work of consultants.

Participate in the assessment of the institutional capacity of NIB in terms of social development aspects and prepare an action plan for the acquisition of institutional competence.

Perform other related duties as required.

The full terms of reference for this post is available on the Board's website:
<http://www.nib.or.ke/> and click on careers

IV. Qualifications and Experience

Candidates should have the following:

University degree in sociology, anthropology, economics, rural development, or a closely related field followed by post graduate studies in rural sociology or development/social anthropology.

Ten (10) years of relevant experience in rural sociology applied to design, implementation or evaluation of agricultural and rural development projects, and experience with institutional development (including creation and functioning of common interest groups), community driven development, rural livelihoods, gender analysis, socio-economic surveys and socio-economic targeting.

Relevant work experience in developing countries, especially in East Africa.
Detailed and up-to-date knowledge of Kenya's natural resource management institutions, civil society and NGO environment, legal framework and regulation.

Ability to think strategically and conduct dialogue on social development policies and priorities, while maintaining a strong sense of realism with regards to in-country conditions and competing demands for resources.

Strong computer skills: word processing and spreadsheet software experience.
Fluency in written and spoken English and working knowledge of Kiswahili. Ability to speak more than one local language will be an added advantage.

V. Time Frame

The assignment will be on fulltime basis for an initial one (1) year term but will be renewable for a further period thereafter subject to a minimum six months for each renewal.

Interested, eligible and qualified candidates should submit their applications in plain sealed envelopes with cover letter indicating how they meet the requirements, enclosing copies of their academic and professional certificates, detailed curriculum vitae giving details of telephone contact, e-mail address, names and contacts of three referees and quoting reference number so as to be received on or before Wednesday 23rd September 2009, addressed to:

General Manager
Attention: NRM Project Irrigation Sub-Component Leader
National Irrigation Board
P.O. Box 30372 - 00100, Lenana Road
Nairobi-Kenya
Posted by Daima at [12:58 AM](#)