



**ISTITUTO OIKOS**  
**International cooperation NGO seeks**  
**Project Manager**

Istituto Oikos ([www.istituto-oikos.org](http://www.istituto-oikos.org)) founded in Milan in 1996, operates in Europe and in developing countries to promote the responsible management of natural resources and to spread more sustainable life models as tools for socio-economic development and to fight against poverty.

Vision: a future in which ecology, economy, equity are integrated, reconciling the needs of man and the environment. Mission: To help preserve ecosystems by promoting development with professionalism, innovation and participation. Istituto Oikos has a PSEA policy that the successful candidate must respect and promote.

**Position:** Project Manager

**Contract Type:** contract of collaboration, full-time

**Remuneration:** 3.400€ - 3.800€ (gross monthly)

**Duration:** 1 year renewable

**Starting date:** May/June 2025

**Duty station:** Arusha, Tanzania

**Department:** International Cooperation

**Supervisors:** Tanzania Country Coordinator, Tanzania Programme Manager

**Liaison to/in collaboration with:** WASH Programme Manager, Conservation Programme Manager, Administration Department, Communications Department

**Project:**

The Project Manager will coordinate all aspects of the project "Renewable Energies and rangeland reSTOration for REsilience in rural Tanzania (RESTORE)".

The RESTORE project strengthens the resilience and adaptation of pastoral communities in Tanzania to climate change by enhancing the awareness and human and institutional capacities of local actors and promoting adaptation and mitigation actions in line with Sustainable Development Goals 7, 13, and 15.

The intervention area in the Longido district (Arusha region) is a high-biodiversity area located in the ecological corridor between the Amboseli and Natron ecosystems, on the border with Kenya. It is threatened by the challenges posed by climate change and demographic growth, which have increased human pressure on the land. The food security of the local communities, among the poorest in Tanzania, depends on pastoralism and is severely threatened by the loss of pasture productivity. Causes include the massive spread of invasive species that are often inedible for livestock and wildlife, loss of vegetative cover, and overgrazing, exacerbated by irregular rainfall.

Result 1: Strengthening the climate change adaptation capacity of local communities by promoting improved management of land at risk of desertification. Capitalizing on Oikos' experience in the intervention area and recent research results, the project adopts a methodology aimed at reversing land degradation through rehabilitation interventions that also trigger a virtuous cycle of female empowerment. Maasai women play a central role in leading invasive species removal campaigns and pasture restoration, supported by youth

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groups trained by the project to constantly monitor environmental impact. Through these actions, women not only contribute to ecosystem health but also enhance their social role and economic independence. The production of fodder from healthy pastures will be the most significant tangible benefit, linking healthy pastures to communities resilient to climate change and economic shocks. Additionally, the best practices promoted by the project will be the subject of an extensive environmental education campaign in schools and villages, highlighting the role of women. These synergistic actions aim to improve pasture management, promoting a sustainable balance between people, livestock, and wildlife.

Result 2: Promoting climate change mitigation actions in the intervention area by strengthening international cooperation between the government agency responsible for water distribution in rural areas (RUWASA), civil society organizations, and Italian companies operating in the renewable energy sector. Specifically, Carbonsink strengthens RUWASA's capacities for accreditation to the Green Climate Fund and the creation of a specialized technical unit for managing water access projects fundable through carbon credits. On the digitalization front, a national level software will be upgraded by RUWASA to monitor the community-based water supply organizations (CBWSO). In the intervention area, five multi-functional photovoltaic systems managed by the local CBWSOs will be installed to improve water access for 8,409 people and provide electricity for productive activities. Simultaneously, 5,000 energy-saving stoves will be distributed to reduce deforestation and domestic emissions, with financial benefits guaranteed for 5 years by the Gold Standard certification obtained through the partner Offgridsun.

#### **Responsibilities:**

- Coordinate and manage implementation of the project in compliance with the Istituto Oikos and AICS procedures, overseeing the overall progress and use of resources and applying adaptive management when deemed necessary;
- Ensure the implementation of the activities is effective, efficient and relevant to the target area aligned with the project's goals and the mission and vision of the organisation
- Manage the financial and procurement aspects of the project carefully applying the procedures of the organisation and the PRAG
- Supervise the cash flow and obligations to ensure that deliverables are met and payments to contractors and personnel are received on time.
- Communicate with project partners, local authorities and any other stakeholders to inform of project activities, implementation, progress, and exceptions.
- Develop smooth relationships with the project donor and the partners during all phases of the project on issues that may impact the achievement of their outcomes (including issues of sustainability and post project requirements).
- Coordinate and supervise construction of WASH infrastructures, trainings, awareness campaigns
- Lead the monitoring & evaluation activities aligned with the project logical framework, ensure that quality data are collected throughout the project to inform the achievements of the activities
- Support the Country Coordinator in institutional relations and formal requests with institutions, partners and stakeholders
- Be available in conducting any other duty as directed by the supervisors if and when circumstances arise.

#### **Main activities:**

- Develop project workplans and supervise project execution and timelines.
- Coordinate and supervise teams for technical, advisory and on-grounds support.

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- Liaise with and manage where appropriate external suppliers/subcontractors.
- Manage and review the overall quality of the works and ensure that the beneficiary accepts the completed facility.
- Liaise with relevant partners and significant project stakeholders.
- Comply with procurement procedures and supervise the preparation of contracts and internal supporting documents.
- Compile reports to be submitted to donors, support the production of technical guidelines.
- Ensure program compliance with internal policies and external requirements.
- Prepare in synergy with the Oikos team the project proposals for co-financing.

**Reporting:**

- Prepare/adapt work plans for approval by the supervisors
- Prepare quarterly, bi-annual and annual reports
- Review and approve all weekly field reports received from the field team

**Qualifications:**

- Advanced University Degree (Master's or equivalent) in Environmental Engineering, Natural Sciences, Biology or other relevant discipline. An additional 2 years of relevant work experience in combination with a relevant first university degree (Bachelor's or equivalent) may substitute for the requirement for a Master's degree.
- At least 5 years of proven previous experience as a project manager including a professional experience in managing an international project with a budget of at least 1.5 million of Euros.
- Experience in the delivery of projects that specifically relate to Water and Sanitation
- Working knowledge in handling contract issues in the context of AICS and/or EuropeAid and/or UN policies and standards;
- Strong ethics;
- Excellent communication skills in Italian and English (spoken and written), with the capability to articulate the project's aims into sound operating plans and processes; ability to motivate employees, partners, and stakeholders;
- Ability to lead and supervise teams in a complex multi-national, multi-cultural and challenging environment.

**Additional assets:**

- Technical knowledge and understanding of environmental topics.
- Work experience in East Africa is desirable.
- Knowledge of Kiswahili is an added value.

**To apply interested candidates should send their CV including the details of 3 people for professional references, and a letter of motivation (maximum 1 page) with authorization to process personal data pursuant to articles 13 and 14 of G.D.P.R. (General Data Protection Regulation EU Regulation 2016/679 Legislative Decree 196/2003) to [selezione@istituto-oikos.org](mailto:selezione@istituto-oikos.org)**

**Deadline:** 15/03/2025

**Indicate in the subject line:** 25/TZ/PM

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*Only shortlisted candidates will be contacted.*

**Istituto Oikos reserves the right not to hire or employ an applicant if the recruitment process or background check reveals that the applicant has been previously reported for a SEA incident or is not suitable to work with beneficiaries. Istituto Oikos will not hire or employ anyone with a prior conviction for SEA or related offence.**

**This selection respects the principle of equal opportunities (Law 903/77).**

<https://www.istituto-oikos.org/lavora-con-noi/project-manager>

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