



TERMS OF REFERENCE (TOR)

One Project Leader – Integrated Water Resources Management Ethiopia (IWRM-Ethiopia) – CUP_B57F24000180005

Background and context

CIMA Research Foundation (Centro Internazionale in Monitoraggio Ambientale, CIMA) is a scientific organization under the Italian Legal Regulations governed by public law. CIMA was founded in September 2007 as an evolution of the existing CIMA Research Inter-university Centre to preserve and enhance the knowledge, the experiences, and background of the original researchers and professors which was transferred to the current Foundation. In 2012, the Foundation has been nominated Competence Centre of the Italian Civil Protection System for the hydrometeorological sector and for forest fire risk and for the legal area on the liability of civil protection operators. In 2018, it also been recognized as operational structure of the National Service of the Civil Protection Department, according to the decree law 1/2018 (Civil Protection Code).

The Integrated Water Resources Management Program for Ethiopia (IWRM-Ethiopia) aims to improve integrated water resources management in three river basins of the Country, the Webi Shebele, the Lower Awash, and the Danakil to enhance drought resilience and reduce vulnerability to climate change. This four-years intervention is funded by the Italian Agency for Development Cooperation (AICS) within the framework of the EU-supported Contribution Agreement NDICI AFRICA/2023. The implementing agencies includes CIMA and the Italian National Research Council (CNR).

To improve integrated water resources management, the IWRM-Ethiopia program envisions strengthening the capabilities and capacities of federal, basin, and sub-basin institutions, particularly the Ministry of Water and Energy (MoWE) and the Basin Development Offices (BDOs), by supporting basins plans development, improving integrated information system and enhancing governance to enable better data utilization and coordination across institutions. The Program will be complemented by the development of learning sites and outreach activities for an efficient and sustainable management of water resources by local communities belonging to the targeted hydrographic basins.

In Ethiopia, the Program is overseen by the AICS Program Management Unit (PMU), which includes AICS Program Manager, AICS Admin & Financial Expert, AICS Technical Experts and the CIMA Project Leader; while the CIMA Component is implemented through a CIMA Program Coordination Unit (PCU) which includes the CIMA Project Coordinator, the CIMA Financial Manager and the CIMA local Experts.

Position Description

CIMA is seeking a Project Leader to support the Project Coordination Unit (PCU) in the implementation, management, monitoring and coordination of the IWRM-Ethiopia Program. The Project Leader is expected to act as a liaison officer among CIMA, AICS and MoWE and between the Italian PCU and the in-country PMU.



The activities position is Addis Ababa, Ethiopia.

Major Duties and Responsibilities:

Working in close support and coordination with the Project Coordination Unit, CIMA, AICS, and MoWE, the Project Leader will:

Program Implementation and Management

- Facilitate in-country activities implemented by CIMA, acting as a local Point of Contact for the program, and as coordination focal person for the PCU and the PMU.
- Coordinate and maintain effective working relations with in-Country partners and stakeholders, including but not limited to MoWE, Basin Development Offices (BDOs) and other relevant government agencies, local institutions and authorities.
- Ensure continuous interactions with AICS office in Addis Ababa and facilitate synergies and linkages between the program management in Addis (PMU), the technical team in Italy (PCU) as well as the coordination with other relevant initiatives in the Country.
- Coordinate and contribute to organizing and facilitating in-country workshops, trainings, missions and other capacity-building activities for CIMA. Provide support on a need basis to the activities promoted by CNR and AICS in the IWRM project.
- Oversee CIMA staff, consultants and contractors' operations in Country, including coordination of the local experts hired by CIMA.
- Ensure together with the Project Coordinator that the project activities are implemented in the desired timeframe and with the expected quality.

Program and Project Monitoring and Evaluation

- Co-lead with the Project Coordinator the drafting of Annual Progress Reports, Work Plans and any other relevant technical and operational document.
- Assist the Project Coordinator in updating the Monitoring & Evaluation (M&E) framework of the Program and in preparing M&E reports based on the M&E framework developed.
- Assist in the organization of field visits, including monitoring and evaluation visits by donors and partners.
- Document program' highlights, good practices, and lessons learned, including stakeholders and users' feedback

Other duties

- Promote coordination and dialogues among stakeholders for learning and knowledge sharing.
- Participate actively in meetings/discussions with program and project partners, whenever required.
- Other duties as assigned by the Project Coordinator CIMA.

Minimum Qualifications:

Education



- At least a master's degree in environmental engineering, hydrology, water sciences or a closely related field.

Experience

- At least 5 years of solid professional experiences in program coordination & management, prior experiences in program coordination in developing Countries and Africa would be considered a strong plus;
- Prior experiences in program monitoring and evaluation, stakeholder coordination and engagement, partnership building. Prior experiences in result-based management under remote supervision is considered a plus;
- Proven expertise in producing high quality reports and documents in English and Italian;
- Familiarity with the integrated water resources management approach is considered a plus;
- Experience in managing multi-cultural teams.

Skills

- Ability to work effectively with a wide range of international stakeholders, including development agencies;
- Excellent writing and presentation skills in English and Italian;
- Flexibility, teamwork skills, professional and personal integrity;
- Prior working experience in Africa region considered a strong asset;
- Working knowledge of Geographical Information Systems (GIS) and Microsoft Office Applications.

Language:

- Excellent knowledge of English (both oral and written) and Italian;

Personal qualities:

- Self-motivated, flexible and able to work independently;
- Excellent work ethic and constructive attitude;
- Conscientious and efficient in meeting commitments, observing deadlines, and achieving results.

We offer:

- an interesting job in an interdisciplinary environment;
- the opportunity for professional growth and know-how acquisition;
- the opportunity to work in motivated teams;
- the opportunity to work in an international initiative.
- The applied contract will be a continuous collaboration

Overview of the assignment:

- Location: Addis Ababa, Ethiopia.
- Position open to: International Experts.
- Position: Project Leader – CIMA.
- Duration: 12 months. Possibility of a contract extension subject to the availability of funds and pending satisfactory performance.



- Contract nature: The assignment takes the form of a coordinated and continuous collaboration referred to in Article 409 c.p.c. classified for tax purposes under Article 50, letter c bis) of Presidential Decree 917/86 .
- Contract value: 70.000-85.000 EUR/year depending upon experience, knowledge and skills. This is a lump sum, including taxes, if due, and all other expenditures that may be incurred in the country. CIMA will cover the expenses for one (1) round-trip flight for the collaborator from his/her country of residence to Ethiopia.
- Expected starting date: as soon as possible.
- Responding to: Project Coordinator CIMA.

Interested candidates should submit their CV together with a one-page cover letter to risorse.umane@cimafoundation.org by **23/02/2025 – 23:59 PM (UTC+1- Rome time)**. ANY DELAYED SUBMISSION WILL NOT BE CONSIDERED. The subject of the email should be **Project Leader – Integrated Water Resources Management Ethiopia (IWRM-Ethiopia)**.

- Only applicants of further interest to CIMA will be contacted. Based on the interview outcomes, a proposal for the position within CIMA will be made to the candidates.
- CIMA declares that until the assignment is awarded, or until the relationship is established, it may interrupt and even cancel the procedure, without the participants having any claim whatsoever.
- Any questions related to this call can be directed in English to Efram Ferrari via email at: efrem.ferrari@cimafoundation.org

Data Protection

With this document, CIMA Foundation is authorized to process the personal data of the subjects involved in the relationship referred to the object, exclusively for the purpose of carrying out the relationship, pursuant to art. 13 of Legislative Decree 196/2003 (EU Reg. 2016/679). The data will be collected, processed and stored by the CIMA Foundation preferably in digital format, through systems owned or placed under its control but owned by third parties, with which the Foundation has entered into suitable agreements to ensure adequate technical standards of protection. The maximum data retention time will not exceed two years from the end of the relationship. The data controller is CIMA Foundation.

Savona, 29/01/2025

The Managing Director
Luisa Michela Colla

A handwritten signature in black ink, appearing to read "Luisa Michela Colla", written over a horizontal line.