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JOB DESCRIPTION
WWF Tanzania Country Office (WWF TCO)

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|---------------------------|---|
| Job title: | Fisheries Officer |
| Project: | Reinforcing Management and Governance of Ocean and Coastal Resources (REMAGO) in Tanzania Coastal Communities – Rufiji-Mafia-Kilwa Seascape Area |
| Supervisor: Line 1 | Senior Project Officer (SPO) |
| Supervisor Line 2 | Seascape Programme Lead |
| Supervises: | Kilwa based driver and Office Attendant |
| Duty Station: | Kilwa with regular travel to Kibiti, Mafia Island and Dar Es Salaam |

SCOPE OF THE PROJECT

The WWF TCO is implementing the Reinforcing Management and Governance of Ocean and Coastal Resources (REMAGO) project funded by GIZ, which aims to strengthen community capacity in management and conservation of marine and coastal resources for improved economic wellbeing of coastal communities in Rufiji, Kibiti and Kilwa through sustainable, participatory and equitable utilisation and protection of marine and coastal resources. The project focuses on:

(i) Strengthening conservation and sustainable management of fisheries and marine and coastal protected areas in MIMP and CFMAs in Mafia, Kibiti and Kilwa. (ii) Building economic resilience through improved and diversifications of Community Microfinance Groups (CMGs) and livelihood enterprise groups in the project area (iii) Supporting infrastructure development (market handling facilities for improved prices, catch records, levy collection and sanitary condition) and shared understanding of the importance of protection and sustainable resource management of coastal ecosystems for community wellbeing and income generation (iv) Dissemination of project experience, lessons and accumulated knowledge on the protection and sustainable use of marine and coastal resources (v) Supporting skill development and capacity building with relevant institutions and community groups. Together these measures will significantly strengthen the resilience of the outstanding nature and secure the future of coastal communities depending on coastal and marine resources.

YOUR POSITION WITH WWF TCO

The Fisheries Officer will work to support, develop, coordinate and implement REMAGO related activities in Kibiti, Mafia and Kilwa Districts, reporting to the Project Executant. The position is based at WWF Kilwa office working closely and in collaboration with Districts Fisheries Officers, Marine Island Marine Park focal person District Environmental officers, TFS in-charge of districts, districts community development officers, district educational and cultural officer, district cooperative officer, district engineer and other related professionals. S/He will also collaborate with CBO Networks, fishers, local community, fishing and seaweed sector partners, and other government and non-government organizations in the project areas.

MAIN FUNCTION

The Fisheries Officer will work to support the implementation of the project to strengthen community capacity in management and conservation of marine and costal resources for improved economic wellbeing of coastal communities in Rufiji, Kibiti and Kilwa through sustainable, participatory and equitable utilization and protection of marine and coastal resources in the project area to maintain and improve its ecological value and livelihoods of the people and nature. The Officer contributes to strengthening BMUs, VLCs and CFMAs, fisheries and ocean-related livelihoods and completion and extension of the Somanga Fish Market. This effort is aimed at improving the accuracy and completeness of fisheries catch statistics (e-CAS), enhancing the quality of fish products, improving market information systems, and reducing post-harvest losses. This position is based at the WWF Kilwa Office, with regular field travel to the surrounding villages and districts.

SPECIFIC DUTIES AND RESPONSIBILITIES

- a. Provides technical input on the implementation of the project to improve fisheries and governance of local management bodies (BMUs), Collaborative Fisheries Management Areas (CFMAs) and VLC in Mafia Island Marine Park (MIMP).
- b. Contributes to project management, reporting, monitoring and evaluation as needed.
- c. Contributes to drafting semi-annual and annual technical progress reports and any other reports as may be required.
- d. Participates and provides technical input in preparation of work plans and budgets for the project.
- e. Supports implementation of WWF TCO Conservation Strategic Plan (CSP3);
- f. Supports implementation of project related Livelihood and enterprises development within the project area.
- g. Supports the development of integrated conservation and investment opportunities for Somanga fish market and provides technical guidance by engaging relevant actors (e.g. private sector partners). on ecological, investment and local livelihood values.
- h. Takes leadership in development of Somanga fish market business plan and financial flow projections to ensure the sustainability of the market hub.
- i. Works together to maintain internal unity with trustworthy and reliability with Somanga fish market project construction and supervision team, related committees, local leaders, BMUs and the entire community members in Somanga North and South Villages in all situations.
- j. Undertake frequent community and district consultations, through formal and informal meetings to facilitate Somanga fish market construction and other project activities.
- k. Provide technical support for preparation of contracts with third parties and partner institutions in consultation with Project Officer and Programme Lead.
- l. Interacts with District high officials, technical staff, partner NGOs, CBOs and coastal communities with strong moral principles and sincerity in the project area.
- m. Pays frequent visits to Somanga fish market project area throughout the implementation process and monitor all construction steps by keeping records, data and all related information.
- n. Builds capacity and demonstrate sustainable community-based management practices through existing community-led initiative frameworks such as Beach Management Units, CBOs, women and youth groups, Village Liaison Committees to create unity and
- o. Supports community-led institutions and build capacity on surveillance, monitoring and enforcement against illegal fishing and mangrove deforestation to ensure fish production and diversity are attained.
- p. Supports community-based enterprises development (incl. VICOBA/CMGs) that incentivizes sustainable fishing practices and work with partners to engage upfront fishing industry players and eco-label organizations on supply chain practices.
- q. Co-ordinates relevant training and capacity-building related to marine resource management for communities, MPA managers, District staff and partner organizations.
- r. Liaise regularly with relevant partners and gains cooperation to accomplish project goals.

- s. Heads the WWF Kilwa Office and manages technical and non-technical staff and equipment such as vehicles, camping facilities, computers and office furniture. He/she should ensure good security, appropriate internet connection and good sanitary condition
- t. Carry other duties as may be required by Project Executive and Seascapes Programme Lead and others that will be directed from the channel above. The position may involve working in variable weather conditions, at remote locations, in difficult and hazardous terrain, and under physically demanding circumstances. It may also involve travelling evenings and weekends.

QUALIFICATIONS AND EXPERIENCE REQUIRED

- a. A minimum of a bachelor's degree in aquatic sciences and Fisheries, Marine Sciences and Natural Resource Management or a related field. A master's degree is an added advantage.
- b. At least (3) years of relevant professional experience in coastal and marine resource management and fisheries co-management.
- c. Understanding of, and sensitivity towards, the culture and livelihoods context of rural coastal communities in Tanzania.
- d. A proven ability to work effectively without direct supervision, working in a team and willing to travel regularly and to stay for periods in remote coastal areas and travelling at short notice.
- e. Very strong knowledge on field work, research and training skills, analytical and communication skills.
- f. Ability to work independently with minimum supervision and high technical savvy (having extensive, practical knowledge and skills in modern technology, enabling him/her to operate, understand, and effectively apply digital tools and concepts).
- g. Very good oral and verbal communication skills in both Kiswahili and English and writing project field stories.
- h. High level of computer literacy (especially MS Word and Excel) and technical report.

Working relationships

Internal

- **Reports to:** Senior Project Officer (SPO)
- Will liaise with the SPO and WWF Marine Programme Lead on relevant project aspects, with the WWF programme finance on financial matters and livelihood project team.

External:

- Interact frequently with District Government officials, especially from Fisheries departments, technical District officials and project areas, market construction committees and the coastal communities in the project area.
- Interact frequently with WWF specific staff and GIZ focal person for Somanga market renovation.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively by staff. Other tasks may be assigned as necessary according to organizational needs.

Mode of Application

Interested candidates should apply through this link: [**FISHERIES OFFICER**](#)

Deadline for applications: 21st Oct 2025, 1800 Hours, Only shortlisted candidates will be contacted.

Early application is encouraged as we will review applications throughout the advertising period and reserve the right to close the advert early.

If you encounter any challenges during the application process for this position, please write to us at hresources@wwftz.org.

Female applicants are encouraged to apply.

WWF is an equal opportunity employer and committed to having a diverse workforce. WWF has a principle of zero tolerance for fraud and corruption, if you encounter such an incident, then report by sending an email to fcci@wwftz.org



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WWF Tanzania Country Office (WWF TCO)

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| Job title: | Senior Project Officer (SPO) |
| Project: | Reinforcing Management and Governance of Ocean and Coastal Resources (REMAGO) in Tanzania Coastal Communities – Rufiji-Mafia-Kilwa Seascape Area |
| Supervisor: Line I | RUMAKI Seascape Programme Lead |
| Supervises: | Fisheries Officer, Project Driver, Adm assistant |
| Duty Station: | Kilwa with frequent travel to Dar es salaam, Mafia and Kibiti |

SCOPE OF THE PROJECT

The WWF TCO is implementing the Reinforcing Management and Governance of Ocean and Coastal Resources (REMAGO) project funded by GIZ, which aims to strengthen community capacity in management and conservation of marine and coastal resources for improved economic wellbeing of coastal communities in Rufiji, Kibiti and Kilwa through sustainable, participatory and equitable utilization and protection of marine and coastal resources. The project focuses on:

(i) Strengthening conservation and sustainable management of fisheries and marine and coastal protected areas in MIMP and CFMAs in Mafia, Kibiti and Kilwa. (ii) Building economic resilience through improved and diversifications of Community Microfinance Groups (CMGs) and livelihood enterprise groups in the project area (iii) Supporting infrastructure development (market handling facilities for improved prices, catch records, levy collection and sanitary condition) and shared understanding of the importance of protection and sustainable resource management of coastal ecosystems for community wellbeing and income generation (iv) Dissemination of project experience, lessons and accumulated knowledge on the protection and sustainable use of marine and coastal resources (v) Supporting skill development and capacity building with relevant institutions and community groups. Together these measures will significantly strengthen the resilience of the outstanding nature and secure the future of coastal communities depending on coastal and marine resources.

YOUR POSITION WITH WWF TCO

The Senior Project Officer will work to support, develop, coordinate and implement REMAGO related activities in Kibiti, Mafia and Kilwa Districts, reporting to the RUMAKI Seascape Programme Lead. The position is based in WWF Dar es salaam office working closely and in collaboration with GIZ office in Dar, Fisheries Officer, Fisheries Division, Marine Park and Reserve Unit (MPRU), Mafia Island Marine Park (MIMP), National Environmental Management Council (NEMC) and the District Authorities of Kibiti, Mafia and Kilwa. S/He will also work in partnership with fishers, local community, fishing industry, and other government and non-government organizations.

MAIN FUNCTION

The Senior Project Officer will support the implementation of the project “Reinforcing Management and Governance of Ocean and Coastal Resources (REMAGO) in Tanzania Coastal Communities – Rufiji-Mafia-Kilwa Seascape Area”. This project aims to strengthen community capacity in management and conservation of marine and costal resources for improved economic wellbeing of coastal communities in Rufiji, Kibiti and Kilwa through sustainable, participatory and equitable utilization and protection of marine and coastal resources in the project area to maintain and improve its ecological value and livelihoods of the people and nature. Duties include project management (assigning tasks, reporting, supervision of operations, support to field teams, setting up meetings, tracking workplan), project communications and visibility (preparation of communications materials and stories), and coordination and engagement with partners, donors, government authorities and relevant stakeholders.

SPECIFIC DUTIES AND RESPONSIBILITIES

- a. Assume overall oversight and management responsibility for the effective implementation of the project, ensuring alignment with the project objectives, timelines, and budget.
- b. Oversee day-to-day implementation of the project in line with the work plans ensuring resources are employed efficiently and effectively, assure quality of project activities and project outputs; monitor and supervise the work of the consultants as far as possible, ensure timely and responsive delivery of contracted outputs; supervise and lead the project team in discharging their duties at optimum level.
- c. Prepare, organize, and participate in monthly catch-up meetings or other scheduled coordination meetings as needed with GIZ, project partners, and other relevant stakeholders; report on implementation progress, and share updates on future plans.
- d. Establish working relations with appropriate local and national government authorities, partners as well as communities to ensure effective implementation of project activities.
- e. Develop Terms of Reference (ToRs) for consultancy services and construction tenders, including technical specifications and scope of work, and monitor implantation of the contracts.
- f. Oversee the construction of the fish market and the installation of associated infrastructure and accessories, ensuring compliance with design specifications, timelines and quality standards.
- g. Supports implementation of the marine programme and WWF TCO Conservation Strategic Plan.
- h. Assist in developing overall plans for training/ capacity building programmes under each component of the project, reviewing and finalization of project's total Results-based Work plan.
- i. Provide technical input and support the implementation of integrated conservation planning approaches and sustainable livelihood activities within the project areas.
- j. Interacts with Government officials especially the Fisheries Division, District Authorities, TAFIRI, FETA, Tanzania Forest Reserve (TFS), project partner NGOs and communities.
- k. Produces semi-annual and annual technical progress reports and any other reports as may be required.
- l. Co-ordinates relevant training and capacity-building related to marine resource management for communities, District staff and partner organizations such as fisheries surveillance and enforcement.
- m. May involve working in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
- n. May involve frequent travel domestically and/or internationally, evening and weekends.
- o. Carry other duties as may be required by RUMAKI Seascape Programme Coordinator and/or the WWF TCO Conservation Manager.

QUALIFICATIONS AND EXPERIENCE REQUIRED

- a. Minimum master's degree (MSc) in Marine Science or equivalent in a relevant discipline (Aquatic Sciences and Fisheries, and Natural Resource Management, Blue Economy or closely related discipline).
- b. At least five (5) years of relevant professional experience in coastal and marine resource management and stakeholder engagement.
- c. Demonstrated experience in project management, reporting and coordinating multi-partner projects, strong teamwork abilities, and attention to detail.
- d. Proven record of writing winning proposals and fundraising
- e. Experience and knowledge on project budget management, monitoring and evaluation
- f. Understanding of, and sensitivity towards, the culture and livelihoods context of rural coastal communities in Tanzania
- g. A proven ability to work independently, manage multiple tasks simultaneously, and perform effectively under pressure.
- h. Proven knowledge and experience of working with global policies guiding management of marine and coastal resources
- i. Very strong knowledge of marine research skills, analytical and communication skills are necessary.
- j. Very good oral and verbal communication skills in both Kiswahili and English.
- k. High level of computer literacy (especially MS Word and Excel) and the ability to prepare high-quality technical reports in English.
- l. Knowledge of WWF's values, which are: Courage, Respect, Integrity, and Collaboration.

Working relationships

Internal

- **Reports to:** Marine Programme Lead
- Will liaise with the WWF TCO Marine Programme Lead and Conservation Manager on relevant aspects, with the WWF TCO Head of Finance and the TCO finance staff team on financial matters; with the WWF TCO Operations Manager on operational issues and the WWF TCO People & Culture Manager on human resources issues.

External:

- Interact frequently with Government officials, especially from Fisheries Division, Vice-President's Office and relevant District authorities and project areas (Rufiji, Kilwa, Mafia)
- Interact frequently with WWF specific staff within the network, in particular WWF International focal person and GIZ office in Dar es salaam for timely execution and appropriate technical undertakings.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively by staff. Other tasks may be assigned as necessary according to organizational needs.

Mode of Application

Interested candidates should apply through this link: [**SENIOR PROJECT OFFICER**](#)

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