LIVELIHOOD MANAGER

Position Summary:

Tembo Nickel is seeking to recruit **a Livelihood Manager** to join Tembo Nickel Project Team. This role is based at **Kabanga Site on a 6/3 roster**. Livelihood Manager leads the design, implementation, and continuous improvement of the livelihood restoration program, ensuring that Project Affected People (PAPs) achieve sustainable, measurable improvements in their standard of living as a result of the resettlement process. The role provides strategic direction, technical oversight, and operational leadership across all livelihood restoration activities, ensuring alignment with IFC Performance Standard 5, Tanzanian legislation, and company standards. The Livelihood Manager works closely with the Manager Resettlement, and Manager Social Performance to ensure livelihood interventions are evidence-based, culturally appropriate, market-aligned, responsive to household needs and vulnerabilities and are delivered effectively.

Duties and Responsibilities

Strategic Leadership and Program Design

- Lead the development and implementation of the Livelihood Restoration Strategy and associated workplans, ensuring alignment with the Resettlement Action Plan (RAP) and international best practice.
- Define program objectives, community-informed success indicators, and performance targets for livelihood restoration activities.

Program Implementation and Oversight

- Oversee the delivery of livelihood restoration activities, including agricultural support, enterprise development, vocational training, financial literacy, and employment facilitation.
- Develop and manage partnerships with service providers, NGOs, training institutions, and government agencies to deliver high-quality livelihood support.
- Ensure timely sequencing of livelihood activities in coordination with land access, relocation, and construction schedules.

Household-Level Support and Vulnerability Management

- Ensure robust systems are in place to identify vulnerable households and provide targeted support.
- Oversee the development of household livelihood plans and ensure they are implemented effectively.
- Monitor household progress and adapt interventions as needed to ensure sustainable outcomes.

Integration with Resettlement and MEL Functions

- Work closely with the Resettlement team to ensure livelihood activities are fully integrated into and aligned with RAP implementation.
- Collaborate with the Social Performance team and more specifically the MEL team to design monitoring tools, track outcomes, analyse data, and incorporate lessons learned into program improvements.
- Ensure livelihood performance data is accurate, timely, and used to inform decision-making.

Stakeholder Engagement and Relationship Management

- Engage regularly with PAPs, community leaders, local government, and service providers to ensure program transparency and responsiveness.
- Represent the livelihood program in internal and external meetings, audits, and lender reviews.
- Ensure PAP feedback is incorporated into program design and delivery.

Reporting, Governance and Compliance

- Prepare high-quality reports on livelihood progress, risks, and outcomes for senior management, lenders, and government authorities.
- Ensure all livelihood activities comply with IFC PS5, national regulations, and internal governance frameworks.
- Identify and manage social, operational, and reputational risks associated with livelihood restoration.

Team Leadership and Capacity Building

- Lead and mentor the Livelihood team members, ensuring strong performance, professional development, and a culture of accountability.
- Build internal capacity in livelihood restoration methodologies and best practice.

Health, Safety and Conduct

- Ensure all livelihood activities are conducted safely and in accordance with HSE standards.
- Participate in HSE meetings and report any incidents or risks.

Qualifications

Bachelor's degree in Development Studies, Agriculture, Economics, Social Sciences, or related field.
Postgraduate qualifications in livelihoods, rural development, or economic development are an advantage.

Knowledge and Experience

- Minimum 10 years' experience in livelihood restoration, rural development, or economic inclusion programs.
- Experience implementing livelihood programs in resettlement, mining, infrastructure, or large-scale development contexts.
- Demonstrated experience managing teams and external service providers.

How to Apply

Applicants are invited to send their resumes **indicating the role title in the subject via email** jobs@tembonickel.com

Application closing date is 14th November,2026

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Women are strongly encouraged to apply.

MONITORING, EVALUATION AND LEARNING SPECIALIST (3)

Position Summary:

Tembo Nickel is seeking to recruit **a Monitoring, Evaluation and Learning Specialist** to join Tembo Nickel Project Team. This role is based at **Kabanga Site on a 6/3 roster**. Monitoring, Evaluation and Learning Specialist provides strategic leadership and oversight of all Monitoring, Evaluation and Learning activities related to land acquisition, resettlement, and livelihood restoration programming. The role ensures that resettlement and RAP implementation are evidence-based, compliant with IFC PS5 and Company Standards, and continuously improved through rigorous data, analysis, and stakeholder feedback. In addition, the role continuously monitors Project Affected Household well-being, ensuring the project is improving the livelihoods of people who have been resettled. The position plays a critical role in safeguarding the integrity of resettlement processes, informing senior decision-making, and ensuring that community impacts, risks, and grievances are effectively monitored, addressed, and integrated into operational planning.

Duties and Responsibilities

Program Delivery and Coordination

- Ensure the effective implementation of the Monitoring, Evaluation and Learning Plan.
- Oversee the implementation of quantitative and qualitative data collection tools that support a robust monitoring and learning approach that enables evidence-based decision-making.
- Ensure the timely and effective implementation of monitoring, evaluation and learning activities (as per the plan) that guide the on-going implementation of the RAP and Livelihood Restoration Plan (LRP).
- Ensure insights and lessons learned from MEL activities are systematically analysed, communicated, and integrated into RAP implementation, community development programs, risk assessments and broader operational planning.
- Provide technical oversight and guidance to the GIS/DATA Specialist and Resettlement Grievance Officer to ensure data integrity, accurate analysis, and timely grievance resolution, including trend identification and integration into continuous improvement processes.
- Prepare and present quarterly performance reports and strategic insights to senior management and the TNCL and KNL Boards, highlighting risks, progress, and recommendations.

Stakeholder Engagement and Relationship Management

- Work closely with internal and external stakeholders to achieve desired outcomes.
- Represent TNCL at the Monitoring and Evaluation Sub-Committee of the Resettlement Working Group.
- Ensure learning obtain through the MEL process are communicated to the Resettlement and Livelihood teams.
- Work collaboratively to identify early red flags and seek to develop revised approaches where programming is not achieving desired results.

Monitoring, Reporting and Compliance

- Maintain accurate records of stakeholder engagements, commitments, and follow-up actions.
- Prepare weekly and monthly reports summarising engagement activities, issues, risks, and recommendations.

- Ensure leadership is made aware of performance issues related to resettlement and livelihood programming and identify recommended solutions.

Health and Safety

- Ensure all activities comply with Tanzanian legislation, company standards, and international
- Maintain full knowledge of Company Health and Safety standards, policies, and procedures, ensuring MEL activities are planned and executed in line with operational HSE requirements.
- Participate in and, where required, lead HSE meetings, toolbox talks, and contractor engagements to reinforce a strong safety culture.
- Ensure timely reporting and escalation of any HSE incidents related to Tembo Nickel operations.

Qualifications

Bachelor's degree in social sciences, Project Management, Development Studies, or a related field with a focus on Monitoring, Evaluation and Learning.
Fluency in English and Swahili

Knowledge and Experience

- Minimum 7 years' experience in MEL or a related field
- Minimum 5 years' experience implementing and monitoring land acquisition, resettlement programs and/or livelihood restoration programs.
- Expertise in risk assessment and analysis.
- Demonstrated experience integrating learning into organisations.
- Ability to effectively influence teams and leadership
- Demonstrated experience working with multicultural teams and local workforces.
- Strong understanding of Tanzanian legislation and international standards, particularly IFC Performance Standards and UN Guiding Principles on Business and Human Rights.
- Proven ability to operate within complex stakeholder environments, including regional and district government authorities, local communities, NGOs, and service providers.

How to Apply

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COMMUNITY ENGAGEMENT SPECIALIST

Position Summary:

Tembo Nickel is seeking to recruit **a Community Engagement Specialist** to join Tembo Nickel Project Team. This role is based at **Kabanga Site on a 6/3 roster**. Community Engagement Specialist supports the delivery of high-quality stakeholder engagement and community relations activities that strengthen the company's social licence to operate. The role provides technical, operational, and analytical support to ensure that engagement processes are well-planned, culturally appropriate, compliant with IFC Performance Standards, and responsive to community needs and expectations. The Specialist acts as a key interface between the company and Community, Private Sector and Civil Society stakeholders, ensuring issues are identified early, addressed appropriately, and escalated when required.

Duties and Responsibilities

Stakeholder Engagement and Relationship Management

- Define and implement stakeholder engagement activities in line with the Stakeholder Engagement Plan, ensuring respectful, transparent, and timely communication with communities and government authorities.
- Maintain regular contact with community, village and ward stakeholders, documenting issues, commitments, and follow-up actions.

Community Interface and Issue Management

- Define and deliver community-facing project activities, specifically in relation to two-way engagement and community development initiatives.
- Serve as a day-to-day liaison between the company and local communities, ensuring inquiries, concerns, and feedback are managed promptly and sensitively.
- Support Resettlement and Livelihood teams with engagement activities as required.
- Identify emerging community issues, risks, or tensions and escalate them to the Manager Social Performance with recommended mitigation strategies.
- Lead key issue resolutions.

Program Delivery and Coordination

- Support the development of key social performance plans, as directed by the Lead Government and Community Engagement. These could include human rights, gender and/or social investment.
- Assist in the planning and implementation of research studies and manage contracts ensuring consultants are adequately supported and engagements confirmed.
- Coordinate with the Communications team to ensure consistent messaging and appropriate dissemination of project information.
- Work closely with the Grievance/Data team to ensure grievances are accurately recorded, investigated, and resolved in line with company procedures and IFC PS5.

Monitoring, Reporting and Compliance

- Maintain accurate records of stakeholder engagements, commitments, and follow-up actions.

- Participate in and, where required, lead HSE meetings, toolbox talks, and contractor engagements to reinforce a strong safety culture.
- Ensure timely reporting and escalation of any HSE incidents related to Tembo Nickel operations.
- Prepare weekly and monthly reports summarising engagement activities, issues, risks, and recommendations.
- Ensure all activities comply with Tanzanian legislation, company standards, and international best practice.

Health, Safety and Conduct

- Demonstrate full knowledge of HSE standards and ensure all engagement activities are conducted safely.
- Participate in HSE meetings and report any incidents or community-related risks.

Qualifications

Bachelor's degree in social sciences, Community Development, Public Policy, or related field.

Knowledge and Experience

- Significant experience in owning and managing community development activities and processes.
- At least 7 years' experience in community relations, social performance, or related fields.
- Experience working with multicultural teams and local communities.
- Experience in mining, infrastructure, or large-scale development projects; resettlement experience is an advantage.

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COMMUNITY RELATIONS SENIOR OFFICER

Position Summary:

Tembo Nickel is seeking to recruit **a Community Relations Senior Officer** to join Tembo Nickel Project Team. This role is based at **Kabanga Site on a 6/3 roster**. Community Relations Senior Officer develops and maintains relationships with local community members and stakeholders, building confidence in the Project and developing trust between Communities and TNCL.

Duties and Responsibilities

- Serve as liaison between TNCL and identified local stakeholders
- Work with Community Relations team to support implementation of community development programs, community awareness creation and community capacity building.
- Support other TNCL departments, contractors and consultants in engagements with local communities
- Support the development of CSR plan and oversee implementation of activities.
- Operate TNCL Community offices including receiving community members, providing relevant information and supporting their requests.
- Support the planning and implementation of community events and meetings.
- Assist in the development and administration of community surveys
- Support data management - collection, cleaning, and analysis.
- Support development of department plans and reports
- Undertake monitoring, evaluation and documentation of activities implemented through the Government and Community Engagement team

Qualifications

Bachelor's degree in social science, rural and urban planning, community development or related discipline.

Knowledge and Experience

- Minimum of 5 years' experience in the same or related role
- Demonstrated experience engaging with local communities with a view to strengthening relationships and building trust.
- Ability to travel to local communities and meet with varied stakeholders.
- Excellent interpersonal skills and demonstrated cultural sensitivity.
- Ability to take direction and act independently.
- Computer literate and fully conversant with basic computer applications
- Experience in resettlement projects will be an added advantage

Tembo Nickel offers a competitive remuneration package, and **ONLY** shortlisted candidates will be contacted.

How to Apply

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VACANCIES

RESETTLEMENT MANAGER (RE-ADVERTISED)

Position Summary:

Tembo Nickel is seeking to recruit **a Resettlement Manager** to join Tembo Nickel Project Team. This role is based at **Kabanga Site on a 6/3 roster**. Resettlement Manager leads the planning, execution, and governance of a complex, multi-year resettlement program in alignment with IFC Performance Standard 5, Tanzanian legislation, and company standards. The role is accountable for ensuring that land acquisition, compensation and physical relocation are delivered ethically, transparently, and efficiently, with strong risk management and robust community engagement. The role works closely with the Resettlement Livelihood Manager and MEL Manager to ensure the Resettlement Process improves the livelihood and wellbeing of impacted households. This position provides strategic leadership to a multidisciplinary resettlement team and serves as a key advisor to senior leadership on resettlement risks, performance, and compliance.

Duties and Responsibilities

Strategic Leadership and Governance

- Lead the end-to-end implementation of the Resettlement Action Plan (RAP), ensuring alignment with IFC PS5, national regulations, and internal governance frameworks.
- Provide strategic advice to the Head of Community and Resettlement and Project Leadership on resettlement progress, risks, and mitigation strategies.
- Establish governance systems, quality assurance processes, and performance indicators to ensure transparent oversight of resettlement activities.

Resettlement Planning and Execution

- Oversee land acquisition processes, including Notice to Vacate, Relocation, Transitional Support and on-going Livelihood Restoration, in collaboration with the Livelihood Manager.
- Lead the planning and delivery of physical relocation, ensuring households and associated graves are moved safely, respectfully, and in accordance with agreed entitlements.
- Work closely with Livelihood Restoration Manager to ensure the design and implementation of livelihood restoration programs, are culturally appropriate, market-aligned, and measurable.

Team Leadership and Capability Development

- Lead a team of resettlement officers, and work closely with livelihood specialists, survey teams, community monitors, and technical consultants.
- Provide coaching, performance management, and professional development to build internal resettlement capability.

Stakeholder Engagement and Issue Resolution

- Support the Country Manager in preparing for high-level government engagements, including briefings, talking points, and follow-up documentation.
- Work closely with the Manager, Government & Community Relations to ensure coordinated engagement with affected communities and government authorities.

- Oversee the resolution of resettlement-related grievances, ensuring timely, fair, and transparent outcomes.
- Work closely with the Grievance/Data team to ensure grievances are accurately recorded, investigated, and resolved in line with company procedures and IFC PS5.
- Engage with vulnerable households and community groups to ensure their needs are identified and addressed.

Risk Management and Compliance

- Identify, assess, and manage social, operational, and reputational risks associated with resettlement.
- Regularly review resettlement risks and effectiveness of critical controls.
- Ensure compliance with lender requirements, audit findings, and corrective action plans.
- Oversee the preparation of documentation for internal and external audits, including lender reviews.

Monitoring, Reporting and Continuous Improvement

- Working with the MEL Manager, ensure the resettlement process adopts a continuous learning focus regularly integrating learnings into the process to minimise negative impact to resettled families and continued alignment with international standards.
- Support the development of monitoring systems to track RAP implementation, livelihood outcomes, and household wellbeing.
- Integrate lessons learned into resettlement planning and operational decision-making.
- Produce high-quality reports for senior management, lenders, and government authorities.

Health, Safety and Conduct

- Demonstrate full knowledge of HSE standards and ensure all engagement activities are conducted safely.
- Participate in HSE meetings and report any incidents or community-related risks.
- Ensure timely reporting of any HSE incidents related to Tembo Nickel operations.

Qualifications

Bachelor's degree in social sciences, Development Studies, Land Management, or related field.
Postgraduate qualifications in social performance, resettlement, or project management are an advantage.

Knowledge and Experience

- Minimum 10 years' experience in resettlement, land acquisition, or large-scale social performance programs.
- Demonstrated experience leading complex RAP implementation in mining, infrastructure, or energy sectors.
- Experience managing multidisciplinary teams and external consultants.
- Demonstrated experience working in complex, multicultural environments and with local workforces.

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