



## Short Term Assignment

# Support and Elevate Indigenous Peoples and Local Communities in Natural Resources Management

### SOUTHERN AFRICA

2023 - 2024

#### OPPORTUNITY

The U.S. Department of the Interior's International Technical Assistance Program (DOI-ITAP) is seeking experts to assist in establishing guidelines and best practices that USAID/Southern Africa (USAID/SA) can use to evaluate whether their partners are fulfilling necessary social and environmental safeguards when partnering with Indigenous Peoples and other local communities to support community-based natural resource management (CBNRM). We are seeking experts from across DOI to support the following work:

- Synthesize existing guidelines and best practices for establishing social and environmental safeguards in CBNRM (in the US or internationally), which may draw from expertise in:
  - Participatory or community-based approaches to natural resource management
  - Traditional or local ecological knowledge; Indigenous ways of knowing; Indigenous stewardship of natural resources
  - Natural resource laws and policy at national or sub-national levels: for example, the mechanisms used by Tribes to access land and natural resources, or how to evaluate land tenure impacts to local communities' resource access
  - Experience with community engagement: for example, Tribal consultation processes and follow-up procedures for obtaining consent for natural resource projects, or local community engagement and consultation processes with free, prior, and informed consent
  - Experience establishing mutually beneficial partnerships, including equitable benefit-sharing mechanisms, community benefits agreements, mutual aid, grievance and redress mechanisms, or conflict management
  - Social impact assessments (SIAs); environmental impact assessments (EIAs); risk prevention, mitigation, and monitoring
  - Human rights training and monitoring
  - Gender equity and social inclusion mainstreaming in natural resource management

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- Collaborate with USAID partner organizations in Southern Africa to adapt these guidelines and best practices to locally-relevant contexts, which may include:
  - Regional and country-specific frameworks for meeting national laws and regulations, Indigenous laws and regulations, as well as USAID standards for community engagement and consultation
  - Practical tools such as templates, interview guides, and checklists that can facilitate the implementation of guidelines and best practices
  - Presentations and trainings to USAID/SA and implementing partners

## BACKGROUND

DOI-ITAP provides assistance to foreign countries on subjects of Departmental expertise on a reimbursable basis (i.e., without appropriated funds). The program is currently operating across the globe with support from organizations such as the U.S. Agency for International Development (USAID), the State Department, the Inter-American Development Bank, and the Millennium Challenge Corporation. DOI-ITAP has managed multi-partner projects in over 50 countries since 1995.

There are over 370 million Indigenous People in the world today. They are among the most marginalized peoples on earth, facing multiple forms of discrimination, exclusion, and oppression. At the same time, Indigenous Peoples have a crucial role to play in sustainable development, safeguarding biological diversity and responding to the challenges presented by global climate change. Their territories are home to the vast majority of the world's remaining biodiversity, their traditional livelihoods and resource management strategies have proven to be sustainable, and they are guardians of most of the world's remaining intact ecosystems, which are necessary for maintaining the ecological and climatic stability of the planet.

To address many of these challenging issues, USAID launched the [Policy on Promoting the Rights of Indigenous Peoples Policy \(PRO-IP\)](#) and accompanying Social Impact Assessment guidance to improve the measurable impact and sustainability of USAID's programs by ensuring that our staff and implementing partners engage Indigenous Peoples and local communities as meaningful partners in development processes; safeguard against harm; and enhance their ability to promote their rights, determine their own priorities, and advance their self-reliance.

For this project, DOI-ITAP has established a working relationship with USAID/Southern Africa (USAID/SA) to advance environmental interests in the region. Leveraging interagency collaboration with DOI-ITAP and expert regional organizations, USAID/SA will conduct necessary region and country-specific baseline assessments and develop guidance on the implementation of contextually appropriate social and environmental safeguards that align with US government policy and best practice international standards and enable greater engagement and partnership with Indigenous Peoples and local communities on CBNRM.

## **ASSIGNMENT**

The purpose of this project is to support the establishment of guidelines and best practices that USAID/Southern Africa (USAID/SA) can use to evaluate whether their partners are fulfilling necessary social and environmental safeguards when partnering with Indigenous Peoples and local communities to support community-based natural resource management (CBNRM). Some possible activities may include:

1. Desktop research and review of the primary and secondary literature regarding social and environmental safeguards for natural resource management in partnership with Indigenous peoples and local communities
2. A Southern Africa-based planning mission to consult with stakeholders and rightsholders at national and subnational levels
3. Possible site visits to conduct qualitative research (e.g., interviews, surveys) to understand local preferences and context, or to support Southern African organizations in conducting this research
4. Spatial identification and prioritization of key areas where USAID/SA implementing partners might work to establish mutually beneficial relationships with Indigenous peoples and local communities.
5. Preparation of a technical assessment/final report for USAID/SA and practical tools and training materials for in-country partners
6. Presentation of findings to USAID/SA and partners

Required coordination, assignments, and check-ins will be made via a variety of virtual means, including emails, conference calls, and Google Meet or similar internet-based technology. Travel to the region to meet with current USAID activities and partners, as well as other donors and stakeholders working in these spaces, may be expected.

## **SCHEDULE**

This project is expected to take place intermittently over a one-year period beginning in January 2023, with possible extension through 2024. Team members can expect to dedicate 3-4 days per month on average to this project, though there may be periods with more or less activity. The exact time commitment will depend on USAID/SA needs and resources, and the ability of team members to contribute their time and expertise.

## **PRE- AND POST-TRIP DUTIES**

All travel and in-country logistics will be handled by DOI-ITAP and/or our in-country counterpart. DOI-ITAP team members will be provided with Southern Africa orientation materials that the USAID team has already gathered from its own partners and activities in the region. The selected individuals will be expected to work in collaboration with DOI-ITAP project managers on the preparation of materials and follow-up over phone and email to discuss technical aspects of the project. Work will be performed in virtual settings. Team members will use their own computers to generate documents, contribute material to a shared database, and perform other assignments, as requested. Overseas travel to Southern Africa may be required for this assignment.

## COSTS

DOI-ITAP will cover all costs associated with this assignment (e.g., round-trip airfare, lodging, meals, travel insurance, immunizations, official passport and visa fees, per diem, etc.). DOI team member salaries will be paid by their respective employing DOI agency for the duration of the assignment. Minimum stipend payments may be authorized for non-current DOI personnel. Please note: DOI-ITAP travel does not count against Bureau travel ceilings.

## APPLICATION REQUIREMENTS

Competitive applicants for this assignment will:

- Preferably be a current or retired employee of DOI;
- Have demonstrated experience in developing natural resource literature reviews or other natural resource management documents of a complex nature
- Have demonstrated professional writing skills
- Have working experience (preferred) or knowledge of the Southern Africa region.
- Have extensive professional experience in one or more of the subject areas listed above
- Have demonstrated ability to work with and adapt to the needs and abilities of agencies and professionals of different ethnic or cultural groups;
- No additional language is required, but proficiency in Portuguese would be a plus

## HOW TO APPLY

Interested persons should email a cover letter and resume/CV (preferably as a single pdf document) summarizing relevant experience, together with a note indicating supervisor approval (if applicable), to [Cara\\_Steger@ios.doi.gov](mailto:Cara_Steger@ios.doi.gov). Please use the subject line "Southern Africa CBNRM Opportunity."

**Applications should be submitted as soon as possible but no later than December 23, 2022.** Applications will be reviewed on a rolling basis.

**All applicants must secure approval from their supervisors to apply for an ITAP assignment. Supervisors will then adhere to their Bureau requirements for any further approvals required by the Bureau. All NPS, BOR, and BLM applicants must copy their International Affairs POCs when they submit their applications to ITAP. A complete list of those POCs follows. In addition, NPS, BOR, and FWS-OLE require the following:**

- All NPS applicants should also copy their applications to Rudy D'Alessandro ([rudy\\_dalessandro@nps.gov](mailto:rudy_dalessandro@nps.gov)) in the NPS Office of International Affairs.
- All BOR applicants should go through Kristine Smith ([ktsmith@usbr.gov](mailto:ktsmith@usbr.gov)) of BOR's Native American and International Affairs Office (NAIAO). When sending out BOR position announcement to Director, cover email for distribution should state: Please distribute this announcement to all BOR employees.
- If you are employed with FWS/OLE, please do not respond to this recruitment. FWS/OLE recruitment for ITAP assignments are being handled through FWS/OLE HQ.

Bureau	Contact	Email	Telephone
BIA	Joaquin Gallegos	<a href="mailto:joaquin_gallegos@ios.doi.gov">joaquin_gallegos@ios.doi.gov</a>	
BLM	David Howell	<a href="mailto:dohowell@blm.gov">dohowell@blm.gov</a>	503-884-6626
BOR	Omero Martinez	<a href="mailto:omartinez@usbr.gov">omartinez@usbr.gov</a>	202-513-0557
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FWS	Lillian Moore	<a href="mailto:lillian_moore@fws.gov">lillian_moore@fws.gov</a>	703-358-2587
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NPS	Rudy D'Alessandro	<a href="mailto:rudy_dalessandro@nps.gov">rudy_dalessandro@nps.gov</a>	202-354-1805
BOEM	Emily Lindow	<a href="mailto:emily.lindow@boem.gov">emily.lindow@boem.gov</a>	202-513-0825
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DOI Passports and Visas	Crystal Franklin	<a href="mailto:passports@ios.doi.gov">passports@ios.doi.gov</a>	202-208-5292

Please note that ITAP travel does not require the use of a field office credit card and travel will not count towards 'travel caps'.

## APPLICATION PROCESS

The entire selection process may take several weeks. A short list of candidates will be interviewed by telephone. All candidates will be notified of the results of the selection process by email. **The position is open to all applicants that meet the stated requirements. If applicants do not receive an email acknowledgement of receipt of their application, please inquire with the Project Managers listed above.**

**QUESTIONS:** Please contact Cara Steger, DOI-ITAP Project Manager for Africa/Europe, at: [mailto:Cara\\_Steger@ios.doi.gov](mailto:Cara_Steger@ios.doi.gov) or 202-578-3535.