



THE BEST COMMUNITY IMPACTS JOB IN THE WORLD.

*BCP's mission is making **conservation** of wildlife habitat valuable to **people**.*

BCP is a social enterprise working with communities and international partners to implement forest conservation and carbon emission reduction projects on a large scale. The communities who are the traditional forest owners and users are at the center of our work.

BCP is recruiting a **Livelihoods Restoration Lead** who will take charge of the Livelihood Restoration development and implementation, in order to maximize benefits to communities while respecting the highest international standards of impact management.

Specifically, the **Livelihoods Restoration Lead**, will lead the development of the Livelihood Restoration Plans (LRP) for all our community conservation projects. This will involve working collaboratively with a range of stakeholders; contributing to rigorous analysis of community impacts and potentials; participating in identification of win-win strategies for communities and the environment; overseeing monitoring and reporting of social benefits and impacts; and detailed planning and implementation of impact mitigation plans and action programs to the community level.

PRIORITIES THAT WE'LL TRUST YOU WITH.

1. Developing a detailed Livelihood Restoration Framework and identifying livelihoods strategies/plans for physically and economically displaced Project Affected Persons for the Priority Areas and Pipeline.
2. Supporting the detailed elaboration of the livelihood restoration program and understanding any specific regional or local requirements.
3. Leading engagement at district, ward and community/village level with Government Stakeholders and Community Representatives in the identification of livelihood challenges and opportunities for livelihood restoration.
4. Managing the procurement of livelihood restoration implementing partners (NGOs or other suitable organizations).
5. Defining livelihoods restoration monitoring activities and KPIs, and implement robust livelihoods reporting mechanisms.
6. Supporting the Livelihoods Restoration Coordinator with the implementation of Livelihoods Restoration Plans.

7. Identifying any risks to PAPs arising from the livelihoods' restoration process, identify and ensure implementation of mitigation measures.
8. Monitoring and centralizing livelihood restoration data coming from field teams.
9. Develop and implement a social monitoring plan and guide the protocol for Free, Prior and Informed Consent (FPIC) for BCP's conservation projects.
10. Develop other required management plans, procedures, and protocols, working with the field implementation team to identify capacity development needs, to provide required training.

ALLIANCE BUILDERS WANTED.

- Degree in agriculture, agricultural economics, agronomy, agribusiness, social sciences, environmental sciences or a related discipline.
- 2-5 years of professional experience in working on rural development within rural communities.
- Coordination experience of investor financed projects compliant with the International Performance Standards on livelihood restoration.
- Excellent communication skills with a proven ability to develop and maintain good relations with stakeholders including government authorities, local communities, industry partners, CSOs/NGOs and international organizations.
- Negotiation and conflict management skills.
- 2-5 years' experience in coordinating community-based programs involving systematic monitoring of impacts against established standards.
- 2-5 years' working experience in relevant fields, including social impact assessment and mitigation; livelihoods, agriculture and poverty reduction; community-based conservation and natural resource management.
- Proven ability in implementing monitoring systems and performance standards.
- Strong conceptual, analytical, planning and reporting skills.
- Proficiency in data management with a range of tools.
- Fluency in English.
- The Livelihood Restoration Lead will be based in Lusaka with regular travel to the field.

Advantageous Experience

- Knowledge of international impact management standards (including IFC; ISO 140001) and emission reduction programs (including REDD+) desirable.

WHAT YOU'LL TELL YOUR CONTACTS.

BCP is one of the leading REDD+ project development social enterprises in Africa. BCP's mission is **Helping to conserve over 530 million trees, and with close to 7 million tons of carbon emissions reduced to date**, both BCP implemented REDD+ Projects have been verified against the [Verified Carbon Standard](#), the world's leading voluntary Greenhouse Gas program. In 2021, the **LZRP is the only project in Africa to receive 8 consecutive verifications and only the second in the World to achieve this!** While

it is also Africa's first CCBA Triple Gold Project, with 'Gold' level verification against all three categories of the [Climate, Community, and Biodiversity Standard](#) (CCBA) for its exceptional climate change impacts and community and biodiversity benefits. The LCFP has achieved CCBA Triple Gold Validation for exceptional community impact. Awarded Best Individual Offsetting Project and Impact Monitoring Report in the World in the Environmental Finance Voluntary Carbon Markets Ranking 2021, and [ranked in the top 0.5%](#) of B Corps globally 2021, BCP offers carbon offsets with World class benefits. Our moonshot is to help conserve 30 million acres of wildlife strongholds by 2030 and to reduce 30 million tonnes of carbon emissions.

WE EVEN DO BENEFITS DIFFERENTLY.

As an equal opportunity employer, a competitive salary will be offered, plus training, plus great holiday benefits, plus the potential for performance bonuses, plus travel opportunities for work, plus health benefits, plus a great work culture, plus career growth, plus working with a diverse and committed team.

Candidates interested in joining an innovative and high-performance team, and working towards doing amazing things in conservation technology and livelihoods, please send a CV, a cover letter, and anything else that makes your application stand out by email to jobs@biocarbonpartners.com with **Livelihoods Restoration Lead** in the subject line. Please also send 3 reference contacts, and anything else that will help your application stand out.

Applications accepted from 15th November 2021 until the position is filled.

Only shortlisted applicants will be contacted.

If an applicant receives no response within a 30-day period, they should consider their application unsuccessful.