

Job Vacancy

Project Management Unit

Position:	Regional Technical Officers (3 positions)
Project:	Circular Integrated Aquaculture–Horticulture Systems for Climate Resilience in Namibia (NamiGreen) Project
Funding:	Global Environment Facility (GEF-8) - Food Systems Integrated Programme (FS-IP); Full-Sized Project; USD7,445,260
Implementing Partner:	Ministry of Agriculture, Fisheries, Water and Land Reform (MAFWLR)
Location:	Position 1: //Karas, Hardap and Omaheke regions (Neckartal Dam and Aminius Spring sites) Position 2: Omusati region (Calueque-Oshakati Canal) Position 3: Kavango East and Kavango West regions (Kavango River) Duty station within the respective regions to be specified during your submission.
Contract:	Two-year contract, renewable subject to performance review
Closing date:	16 October 2026, 17h00 (CAT)
Link to apply:	https://forms.gle/f78MZhucxvwyD38L6

1. Project Background

The project “Circular Integrated Aquaculture-Horticulture Systems for Climate The project “Circular Integrated Aquaculture–Horticulture Systems for Climate Resilience in Namibia (NamiGreen)” has been approved by the Global Environment Facility (GEF) as a Full-Sized Project under the GEF-8 Food Systems Integrated Programme (FS-IP), with total funding of USD 7,445,260. The project is being implemented by the Ministry of Agriculture, Fisheries, Water and Land Reform (MAFWLR), with support from the United Nations Development Programme (UNDP) and the Food and Agriculture Organization of the United Nations (FAO), under the National Implementation Modality (NIM, UNDP) and the Operational Partner Implementation Modality (OPIM, FAO), from 2026 to 2031.

Namibia’s current food system is heavily reliant on livestock production, contributing to land degradation, biodiversity loss and heightened vulnerability to climate change

and water scarcity, which threaten food security and rural livelihoods. The NamiGreen project intends to promote sustainable, integrated aquaculture–horticulture systems as a resource-efficient alternative, advancing circular production systems and sustainable inland fisheries.

The project aligns with the priorities of Namibia’s Sixth National Development Plan (NDP6), including climate adaptation, food and nutrition security, sustainable land and water management, and inclusive rural development, while supporting gender-inclusive natural resource management and enhancing resilience for marginalized communities and youth.

The project targets five priority areas: the Calueque–Oshakati Canal, Kavango West, Kavango East, Aminuis Springs and Neckartal Dam; comprising 23 demonstration sites. It pilots integrated solutions for more sustainable food systems, emphasizing diverse approaches to food systems transformation, reducing the environmental impact of livestock through alternative protein sources, and expanding sustainable aquaculture with explicit links to land-based practices.

The Regional Technical Officers (RTOs) are the project’s field-based technical staff and will be responsible for the day-to-day technical support, coordination and monitoring of the project sites within the assigned target area, and will be the primary interface between the PMU, MAFWLR regional offices, site operators and communities.

2. Scope of Work and Key Responsibilities

The Regional Technical Officers are responsible for the day-to-day coordination and technical support of activities at the project sites in their respective regions, working closely with regional and local authorities, communities and other stakeholders to ensure activities are delivered according to the agreed work plan.

Specifically, the officer will carry out the following tasks:

- a) Coordinate and oversee the day-to-day implementation of NamiGreen activities at the selected project sites, ensuring compliance with approved work plans, budgets, timelines and technical requirements within the assigned region;
- b) Provide practical technical and extension support on integrated aquaculture-horticulture systems, including biosecurity and climate-smart production practices.
- c) Facilitate close collaboration among the project, national institutions, regional and local authorities, traditional authorities, research and training institutions, private-sector actors, community organizations and other relevant stakeholders.
- d) Organize and facilitate community consultations, technical training, farmer demonstrations, exchange visits and other capacity-development activities, including follow-up coaching for beneficiaries and local extension personnel.

- e) Monitor the establishment, operation, performance and maintenance of project supported infrastructure and production systems, and recommend timely corrective measures to address technical defects, production challenges and implementation delays.
- f) Collect, verify and maintain accurate site-level data and records on beneficiaries, training, production inputs, fish and crop performance, infrastructure, income opportunities and project results, employment, disaggregated by gender, age and vulnerability status where applicable.
- g) Provide timely regional updates and substantive inputs to project work plans, monitoring and evaluation processes, progress reports, Project Steering Committee meetings, regional coordination meetings, knowledge products and Lessons learned in the GEF Experience Notes format.
- h) In coordination with the PMU, promote the integration, replication, scaling and sustainability of project interventions and complementary initiatives within the respective project regions.
- i) Support gender-responsive stakeholder engagement and compliance with environmental and social safeguards, including Free, Prior and Informed Consent processes where applicable, and grievance intake and referral.
- j) Undertake any other tasks assigned by the NPM.

3. Reporting and Institutional Arrangements

The Regional Technical Officer will report directly to the National Project Manager (NPM) and operate under the technical guidance and supervision of UNDP and FAO. The Officers will be stationed in either the //Kharas, Hardap, Omusati, Kavango East, Kavango West or Omaheke regions, where they will support project implementation and coordination at the regional level.

4. Minimum Requirements and experience

- a) A minimum degree (NQF Level 7 or equivalent) in a discipline relevant to aquaculture, agriculture, fisheries, environmental management, or agricultural economics.
- b) A minimum of five (5) years of demonstrated experience in project management and practical experience in small-scale fisheries, aquaculture, horticulture production and extension, with a track record of delivering results on time and within budget, preferably in Namibia or southern Africa;
- c) Demonstrated practical experience in at least one of the two core technical areas (aquaculture or horticulture) and sufficient knowledge or experience to support their integration within a combined production system.
- d) Experience coordinating field-based project activities and working directly with farmers, fishers, community organizations or other rural beneficiaries.
- e) Experience facilitating community consultations, technical training, farmer demonstrations and other participatory capacity-development activities.

- f) Demonstrated ability to collect, verify, analyse and report project and production data, including preparing field reports, progress updates and technical inputs to work plans
- g) General experience of gender equality, social inclusion, stakeholder engagement and environmental and social safeguards, and FPIC processes in community-based development projects.
- h) Experience managing consultants and working effectively within interdisciplinary and multicultural teams.
- i) Ability to work across two agency systems (UNDP and FAO) and to manage multiple field sites and stakeholders concurrently.
- j) Practical problem-solving orientation, ability to work independently in remote areas and to support and coordinate the work of multidisciplinary expert groups.
- k) A valid driver's licence (certified copy required with application);
- l) Proficiency in Microsoft Office applications (Word, Excel and PowerPoint) and virtual communication tools such as MS Teams, Zoom or Google Meet.
- m) Fluency in written and spoken English, including strong report-writing and communication skills, and the ability to communicate effectively in at least one local language commonly spoken in the assigned project region.
- n) Willingness and ability to travel frequently to remote project sites and work under field conditions.

5. Submission

- a) A one-page cover letter, clearly specifying the position for which they are applying: Position 1 (Kharas, Hardap and Omaheke) or Position 2 (Omusati) or Position 3 (Kavango East and Kavango West);
- b) A detailed Curriculum Vitae (not more than 5 pages);
- c) Certified copies of relevant qualifications (qualifications obtained from foreign training institutions must be accompanied by NQA evaluation report).
- d) Certified copies of National ID and Driver's License

6. Application Procedure

Interested candidates should apply via this link:

Regional Technical Officer: <https://forms.gle/f78MZhucxvwyD38L6>

Enquiries should be submitted to:

National Project Manager

Email: NPM.Namigreen@mfmr.gov.na

MAFWLR is an equal opportunity employer. Women, youth and members of marginalized communities are encouraged to apply. Only shortlisted candidates will be contacted.