**Term of Reference (ToR) for**

**The Community Mobilization Officer (Fisheries) under**

**Resilient Homestead and Livelihood Support to the Vulnerable Coastal People of Bangladesh (RHL) Project**

**1. Basic Information**

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| **Title** **of the Position** | : | Community Mobilization Officer (Fisheries) |
| **Number of Position** | : | Need-Based |
| **Location** | : | Charfassion and Monpura Upazila of Bhola District, with at least 80% of the time spent on field visits in the project areas |
| **Report to** | : | Project Coordinator (PC) |
| **Duration of the Position** | : | Initially for one year with the possibility of annual renewal up to project periods. |
| **Salary (Gross)** | : | Monthly BDT 30,000/- and other admissible benefits |
| **Age Limit** | : | Maximum 35 years |
| **Experience** | : | Minimum3 years with 2 years of professional experience in the field of climate change adaptation/mitigation, crab fattening/aquaculture value chain is preferable.  |

**2. Background of the project**

Bangladesh's coastal zone's geographical location and low elevation make it vulnerable to disasters and climate change poses a new challenge to the lives and livelihoods in the coastal region. The vulnerability of these coastal people can be defined in three ways: climate-sensitive livelihoods, vulnerable settlements in low-lying areas, and scarcity of safe drinking water. Many coastal residents depend on seasonal subsistence agriculture and agriculture wage labor, which are highly climate-sensitive. Moreover, many coastal inhabitants live in houses built of mud and plants severely affected by cyclones, storm surges, and high tides. The lack of climate-resilient housing poses a serious poverty trap as significant portions of the incomes of coastal communities go towards house repairs. Under this circumstance, to develop a climate-adaptive coastal community in Bangladesh by adopting climate-resilient housing and livelihood technologies, the Green Climate Fund (GCF) under the United Nations Framework Convention of Climate Change (UNFCCC) approved *“Resilient Homestead and Livelihood Support to the Vulnerable Coastal People of Bangladesh (RHL),”* a five-year project (from September 2023 to August 2028). The project has chosen seven exposed coastal districts, namely Khulna, Bagerhat, Satkhira, Barguna, Patuakhali, Bhola, and Cox’s Bazar, which are particularly vulnerable to sea level rise, salinity intrusion, coastal flooding, cyclones, and storm surges due to their geographical position (for details about PKSF, please visit <https://www.greenclimate.fund/project/fp206>). The primary goal of the RHL project is to enhance the climate resilience of the vulnerable coastal communities of Bangladesh. PKSF will implement the project (for details about PKSF, please visit <http://www.pksf.org.bd>) through its Partner Organizations (known as implementing Entities for this Project) as a Direct Access Entity (DAE) of GCF.

Poribar Unnayon Songstha (FDA) the Partner Organization of PKSF will implement the RHL project in Charfassion and Monpura Upazila of Bhola District as an Implementing Entity (IE) of the RHL Project. For implementing the Project, Poribar Unnayon Songstha (FDA) is seeking qualified candidates for the "Community Mobilization Officer (Fisheries)” post for its Project Management Unit (PMU).

**3. Key Responsibilities:**

* Project beneficiary selection and preparation of beneficiary socio-economic profile.
* Identify and engage key community members to establish Climate Change Adaptation Groups (CCAGs) in assigned communities.
* Facilitate monthly meetings of the CCAGs, ensuring active participation and discussion of climate change challenges, adaptation strategies, and project activities.
* Empower the CCAG to play a lead role in community mobilization and decision-making related to project implementation.
* Organize and conduct awareness campaigns and training sessions on climate change impacts, coastal disaster & salinity adaptation & mitigation strategies, and sustainable practices.
* Work with the CCAGs to identify beneficiaries and participants for various project activities like crablet collection from crab hatcheries, crab nursing, crab culture, rainwater harvesting, climate resilient housing etc.
* Provide on-site guidance and support to community members during activity implementation.
* Promote the adoption of climate-smart practices and sustainable livelihoods within the community.
* Rapport build-up with local government and community leaders.
* Encourage positive behavioral change toward water conservation, responsible waste management, and other adaptation strategies.
* Assist with collecting data on community demographics, livelihoods, climate perceptions, and project impacts.
* Prepare regular reports on community engagement activities, awareness campaigns, and beneficiary selection processes.
* Liaise with the Technical Officers and Project Coordinator to ensure efficient data sharing and reporting.
* Perform any other duties assigned by PKSF & IE Management.

**4. Education, Age and Experience:**

* Education: Minimum Diploma in Fisheries degree.
* Having 3rd division/class/equivalent CGPA in any examination or lack of two 1st division/class/equivalent CGPA in the academic record will incur ineligibility.
* Age limit: Maximum 35 years.
* Experience: Minimum 3 years with 2 years of professional experience in the field of climate change adaptation/mitigation, crab fattening/aquaculture value chain is preferable. Experience in climate change adaptation or mitigation projects funded by PKSF or GCF will get preference.
* Work experience with government agencies, partner organizations of PKSF, international development partners, and coastal communities in Bangladesh is an asset.

**5. Other Qualifications:**

* Demonstrated enthusiasm and eagerness to learn about climate change adaptation, community development, and rural outreach are highly valued.
* Excellent communication, interpersonal, and facilitation skills are essential.
* Must have a valid motorcycle driving license.

**6. Salary and other admissible benefits.**

* Gross salary (monthly): BDT 30,000/-
* Religious festival bonus (yearly): 100% of a monthly gross salary.
* Bangla New Year allowance (yearly): 10% of a monthly gross salary.
* Phone bill allowance (monthly): BDT 600/-
* Other allowance (monthly): BDT 7,000/- per month for motorcycle rent, fuel, and maintenance.