**Job Description – WeForest Agroforestry Extensionist, Phalombe, Malawi**

**Employer** – WeForest Limited, Malawi

**Job Title** – Agroforestry Extensionist

**Location** – Mulanje & Phalombe districts (focus on the latter)

**Reporting to** – Project manager

**Responsible for** – agroforestry implementation in the buffer zone

**About WeForest**

WeForest is a fast growing international non-profit association with headquarters in Belgium and legal entities in France, USA, Ethiopia, Zambia and by start 2023, in Malawi. Our aim is to demonstrate, through the restoration of entire regions, that well planned tree planting and reforestation can be the solutions to today’s biggest challenge: climate change. The organization is promoting Forest Landscape Restoration (FLR) best practices, creating a movement, engaging the greatest brands and their millions of customers to act positively. Our activities are growing and the organization is looking for an experienced profile to further capacitate its Malawian team, and drive the Mulanje co-management project to the highest standards.

WeForest has been active around Mulanje cedar and miombo restoration in Malawi since 2018, starting in Mt Mulanje Forest Reserve, Mulanje/Phalombe district. Currently, the project is expanding with a time-horizon till 2034, focused on co-management of miombo woodlands within the Forest Reserve. The buffer zone bordering the Forest Reserve spans more than 10.000 hectares, home to more than 10.000 households.

WeForest LTD in Malawi comprises a small team and hence need dynamic, critical-thinking and result-oriented staff members to fill the vacant positions of Agroforestry Extensionist. You will implement WeForest’s agroforestry interventions in the Mulanje buffer zone surrounding the miombo co-managed woodlands in the Forest Reserve, ensuring forest and rural landscape activities are aligned. You will focus on improving fuelwood supply through agroforestry and VFA/woodlot productivity enhancement.

**JOB DESCRIPTION**

Through close supervision of the Project manager, the Agroforestry Extensionist will have the following role and responsibilities:

**Core responsibilities**:

- Assist with community outreach to meet project goals in agroforestry activities within buffer zones.

- Plan, implement, and report on project activities in a timely manner.

- Participate in annual work planning and budgeting sessions.

- Support communication to HQ and relevant stakeholders (agricultural extension services, research institutions, environmental organizations, etc.).

- Document all activities (ToRs, meeting minutes, training reports).

- Share key insights (lessons, success stories, partnerships, challenges) promptly with the Project Manager.

- Manage project funds, adhering to internal controls.

- Collaborate with the MEL officer on data collection, analysis, and reporting.

- Assist in exploring new co-management areas in the Mt Mulanje landscape.

**Responsibilities per project component**

*Improve existing fuelwood provision from VFAs and communal woodlots in buffer zone*

1. Conduct land use and baseline fuelwood (firewood/charcoal) assessments of the co-management areas (including firewood/charcoal utilization);
2. Assess baseline fuelwood provision from Village Forest Areas and farms in buffer zone;
3. Facilitating community mobilisation and organisation of meetings to improve; existing fuel wood provision from Village Forest Areas and communal woodlots in buffer zone.

*Establish additional fuelwood provision in buffer zone through planting of agroforestry trees/FMNR*

1. Identify most suitable species and planting design for additional fuelwood provision;
2. Collaborate with existing farmer structures including established leader farmer/follower farmer networks and possibly Farmer Field Schools (FFS) present in the buffer zone to promote adoption of agroforestry practices;
3. Conducting training, field visits and practical sessions to community members and FBCs/VNRMCs representatives on relevant aspects of agroforestry systems (FMNR, tree planting, intercropping, and sustainable land management), working towards the realization of environmental, economic, and social benefits at farmer level;
4. Establish and maintain agroforestry demonstration plots or farms to showcase best practices;
5. Collaborate with community leaders to understand local agriculture and forestry needs and concerns
6. Conduct joint field visits in collaboration with government extension staff to demonstrate techniques
7. Train lead farmers on seed collection i.e. native agroforestry species, exotic and indigenous fruit trees.
8. Facilitate establishment of tree nurseries, monitor/documents & report seedlings survival and growth.

**Others**

1. Facilitating effective, inclusive and transparent community representation, and decision-making through the established community institutions as a means for consistent community engagement;
2. Facilitating effective and regular communication and feedback between Forest Block Committees(FBCs)/Village Natural Resource Management Committees (VNRMCs) and their respective constituent communities;
3. Working closely with the Local Forest Management Board (LFMB), FBCs and any other community-based organizations in encouraging local people to support sustainable conservation of the biodiversity of the area;
4. Support Monitoring and Evaluation efforts to understand and document the adoption of agroforestry practices;
5. Stay updated on emerging trends and innovations in agroforestry;
6. Any other duties as assigned from time to time by the line Manager.

**CANDIDATE PROFILE**

**Education**:

* Essential: **Holder of Diploma or Bachelor’s degree in Agroforestry, Forestry, Environmental/Natural Resources Management, Agriculture, Horticulture or equivalent.**

1. **Work experience and skills**:

Essential:

* + Minimum of 3 year’s relevant field, hands-on experience in forest restoration, rural development, management and conservation in Malawi. Previous interaction with community-based organisations and experience with training and local capacity building at smallholder farmer level
  + Excellent communication and numerical skills
  + Beekeeping and agroforestry knowledge and experience
  + Forest management knowledge and experience
  + Experience in facilitating business planning and setting up successful and viable community enterprises is highly desirable
  + Clean and excellent track record and references

Competencies

* Excellent team player: cooperate, support and work well with others to achieve project goals. Share information and contribute effectively to WeForest’s objectives and solving problems
* Excellent reporting skills: ability to summarize meeting minutes concisely and truthfully, to provide monitoring data clearly and transparently.
* Flexibility: adaptable, resourceful, and receptive to new ideas; willing and able to adjust to changing circumstances. Flexible in terms of traveling and living conditions.
* Integrity: honest, reliable, and maintain high ethical standards. Show respect and fairness when dealing with others

**Desirable:**

* + Experience working with mobile data collection tools will be a significant advantage
  + Exposure to and experience with both the corporate and the NGO sector
  + Track record with gender-sensitive participatory, governance and inclusion approaches

1. **Language**: Fluent in English (both speaking and writing) and Chichewa (both speaking and writing)
2. **Other requirements**
   * Motorbike/Driving license
   * Be willing to live in Phalombe
   * Flexible in terms of travelling and working conditions

**Terms & Conditions**

Start date: Latest 1st February 2025

Duration of Contract: One year, renewable to a two-year contract based upon performance

Salary: Level 2b. Remuneration based on experience.

Location: Based at the WeForest office in Phalombe.

Hours of Work: Full-time, working a minimum of 8 hours per day (5 days/week). Hours will however vary depending on project needs and flexibility is essential.

Reporting line: Supervised by the WeForest Mulanje Project manager

**Interested?**

* Please send applications to [recruitment.malawi@weforest.org](mailto:recruitment.malawi@weforest.org) with your CV, a motivation letter (max one page), and 2 recent references by the 15th of January, 2025.
* Make sure to mention the job title in the subject of the email. In your motivation letter, we’d love to read about what makes you interested to work with WeForest.
* Due to the anticipated high number of applicants, only shortlisted candidates will be contacted. We thank you in advance for your interest.
* WeForest is an equal opportunity employer, women who meet the above criteria and are interested to work in a dynamic team are encouraged to apply.