



seed **madagascar**  
sustainable environment, education & development

## **International Specialist for Women's Livelihoods Madagascar**

### **Country and organisation background:**

Madagascar is one of the most impoverished and least developed countries in the world, ranking 158/188 on the UNDP 2016 Human Development Index. Across the country, women are often barred from accessing income-generative activities as a result of domestic responsibilities, cultural expectations and a lack of earning and educational opportunities. Gender-based disparities have a major impact on households' coping strategies in coastal communities of Anosy, with women and their families typically dependent on the marginal fishing income of a husband or father. In Sainte Luce, the traditional income-generating activities for women include reed weaving and mangrove fishing with mosquito nets, both of which yield little income and are harmful to the environment.

SEED Madagascar is a British registered charity which has been operating in the impoverished Anosy region of south east Madagascar for over 15 years. SEED works with and in support of urban and rural communities in southeast Madagascar, aiming to tackle the immediate effects of extreme poverty, support long-term development and protect the environment. Its central mission is to build the capacity of individuals and organisations to lead and support sustainable conservation and development initiatives in south east Madagascar, with the objective of securing local community access to quality health, education and livelihoods assets, and increasing local capacity to conserve and manage natural resources including unique but greatly endangered forest environments.

### **Position Overview**

Based in the coastal town of Fort Dauphin in the southeast of Madagascar, this post will oversee the social research, initial implementation and management of Project Mahampy - a women's reed weaving livelihoods project. The project has been developed to improve the livelihood derived from traditional reed weaving in this region and ensure the supply of natural wetland resources in conserved.

Working closely alongside local Malagasy project staff and traditional reed weavers, this position will lead on conducting sociological research, and on-going Monitoring, Evaluation and Learning (MEL) to inform the project direction. Moreover, the successful candidate will be responsible for a range of community-based project activities including developing a Weavers Association and representative Committee, planning and delivering training activities, researching and potentially expanding product markets within Madagascar and building capacity generally.

Although predominantly office-based, this role would involve regular travel and work in the rural commune of Sainte Luce, working very closely alongside weavers from a variety of different backgrounds. This exciting and varied post would suit a capable, early career social research specialist seeking in-country experience of establishing, developing and monitoring a traditional female livelihoods business Association using the results from their research.

**Title:** Women's Livelihoods Specialist (Project Mahampy)

**Location:** Fort Dauphin, Anosy Region, Madagascar

**Timeframe:** 12 months extendable

**Probationary period:** 3 months

**Contract:** Full-time

**Remuneration:** Contribution towards flights, insurance, and basic local stipend (covering accommodation and basic living expenses)

**Reporting to:** Head of Project Development (Conservation and Sustainable Livelihoods)

**Duties and Responsibilities:**

- Develop and conduct both qualitative and quantitative field-based social research to inform project direction
- Lead on developing, implementing and disseminating monitoring, evaluation and learning including participatory monitoring strategies and integrating research findings into the project
- Compose a desk-based review and evaluation of similar projects within Madagascar and internationally as a means to ensure best-practice is integrated into project design
- Work closely with the Wetland and Reed Bed Specialist to design a methodology for (and analyse qualitative data concerning) community use patterns of reed beds
- Work alongside the Head of Conservation and Environment to develop an activity plan for the project and support, mentor and compliment project staff in the implementation of project activities
- Assist in initiating and developing the Weavers Association in a culturally sensitive manner – assessing member’s training requirements and addressing emerging needs or issues identified as the project evolves
- Plan and coordinate training activities for the weavers in business, communication and environmental conservation
- Spend a significant proportion of time in the rural Ste Luce community with limited access to electricity, water and basic necessities while working with the weavers
- Conduct market research and assist in establishing new retail opportunities and routes to market for value-added products
- Support SEEDs’ media presence through regular contributions of blogs, articles and papers to SEED's website, facebook, and other international publications
- Work alongside the Head of Conservation and Environment and Head of Project Development in ensuring donor compliance is met - supporting them to produce high-quality and timely reports
- Complete any other tasks that the Head of Project Development (Environment, Conservation and Sustainable Livelihoods) deems necessary within the broad outline of the role

**Skills and Experience:**

- Undergraduate degree in Social Sciences, Anthropology or related field. Master’s degree preferred
- Experience of MEL systems with particular knowledge of and interest in participatory, community-based qualitative methods
- Experience of working internationally in a project implementation role in a similar setting, preferably in the developing world.

- Experience in designing and delivering training or workshop activities
- Excellent organisational, planning, logistical and problem-solving skills with the ability to work to deadlines and complete activities on time
- Good verbal and written communication skills
- Ability to work both independently and as part of a multicultural and multilingual team
- Demonstrate an understanding of and commitment to SEED's ethos and approach and be a good ambassador for the organisation at all times
- Demonstrate proven ability to recognise and appropriately deal with challenging situations
- Demonstrate the ability, social skills and confidence to give clear guidance and support to other members of the team in both a professional and personal capacity
- Have a flexible and patient attitude
- Knowledge of or willingness to learn French and/or Malagasy is desired

**Application procedure:**

Interested applicants should send a CV and covering letter outlining how their skills and experience match the requirements in the role description criteria to Lisa Bass by email at [Lisa@seedmadagascar.org](mailto:Lisa@seedmadagascar.org). Applications will be reviewed on an ongoing basis until the position is filled. Long-listed applicants will have an initial informal chat with Madagascar based staff and short-listed applicants will then be offered a face-to-face interview with the London team. More information on the work of SEED Madagascar can be found at [www.madagascar.co.uk](http://www.madagascar.co.uk).