



Resilience building
as climate change adaptation
in drought-struck South-western
African communities (Angola, Namibia)

**TERMS OF REFERENCE
PROJECT TECHNICIAN**

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1. Introduction

Angola and Namibia are experiencing severe food and water insecurity due to frequent drought occurrences. Increasing temperatures and rainfall variability have led to more frequent occurrences of floods and droughts, resulting in negative effects for populations and ecosystems. The climate change (CC) impacts that both Angola and Namibia are experiencing are significant and include changing weather patterns, drops/rises in water levels, and increased frequency of extreme weather events such as droughts and floods, whose socio-economic repercussions are making communities even more vulnerable.

The transboundary area of Cuando & Cubango and Kavango faces environmental stress in meeting the livelihood needs of the increasing human population leading to food insecurity; water pollution from fertilizer and pesticide application upstream along the Cuito, Cubango and Okavango rivers; soil erosion and siltation of rivers; unsustainable subsistence fishing; uncontrolled harvesting of forest resources for timber, charcoal and fuelwood energy causing deforestation with minimal replanting; and uncontrolled anthropogenic fires. Under projected CC in the two countries, it is inevitable that such environmental stresses render the communities in the transboundary area highly vulnerable to floods and droughts. Human land use activities such as crop and livestock farming are increasingly placing the river basin under environmental stress, raising concerns about its future sustainability. The long-term fate of the Cubango-Okavango Basin (CORB) and its delta depends upon the sustainable management of its water resources.

As the populations in the area suffer from impacts induced by CC, most notably in the form of prolonged dry spells, long periods of drought conditions, and floods, prospects will not improve without interventions to build resilience to CC impacts. Deliberate efforts aimed at enhancing the resilience of communities and ecosystems to such impacts are imperative. A unified cross-border approach will not only help the populations to adapt to changing conditions but also encompass a key contribution to avoid further natural resource degradation, such as encroachment of the protected areas. Sustainable utilisation and ecosystem services provision of agricultural soils, surface and groundwater resources, forests and other terrestrial ecosystems will be achieved.

2. Project Information

The Sahara and Sahel Observatory as the Regional Implementing Entity (RIE), Ajuda de Desenvolvimento de Povo para Povo (ADPP) Angola acting as the Regional Executing Entity (REE) and National Executing Entity (NEE) as well and Development Aid from People to People (DAPP) Namibia as a NEE in partnership with the Angola and Namibia Ministries of Environment, Agriculture and Water & Energy are executing a regional project financed by the Adaptation Fund in southern Angola and northern Namibia. The overall objective of the ADSWAC Project is to enhance the adaptation capacity and resilience of communities to climate change impacts and variability in the transboundary region between Angola and Namibia. The specific objectives are to:

- Enhance local, sub-national and regional capacities to adapt and respond to climate change risks in the cross-border area of Angola and Namibia;
- Build organisational and technical capacity for climate-resilient production and water management;

- Improve food security in response to climate change impacts amongst rural and vulnerable communities in the provinces of Cuando & Cubango and the Regions of Kavango East and Kavango West.

To achieve these specific objectives, the ADSWAC project will be based on three main components:

- **Component 1:** Strengthening awareness, knowledge and capacity to adapt to climate change and variability at community-, district-, national and regional level;
- **Component 2:** Organizational and technical learning for production and water management; and
- **Component 3:** Improving resilience of ecosystems and livelihoods through the implementation of community adaptation actions to improve food security in response to climate change and variability.

Implementation arrangements:

A Regional Project Steering Committee (RPSC), which will meet semi-annually, will provide oversight and coordination for the project's planning and implementation. A Regional Project Management Unit (RPMU), established in Luanda, Angola, acting as the secretariat for the RPSC will be responsible for the execution of all project activities in both countries, providing oversight to ADPP Angola and DAPP Namibia and their national PMUs. The RPMU reports to the RPSC, to ADPP's national management, to OSS and to national authorities.

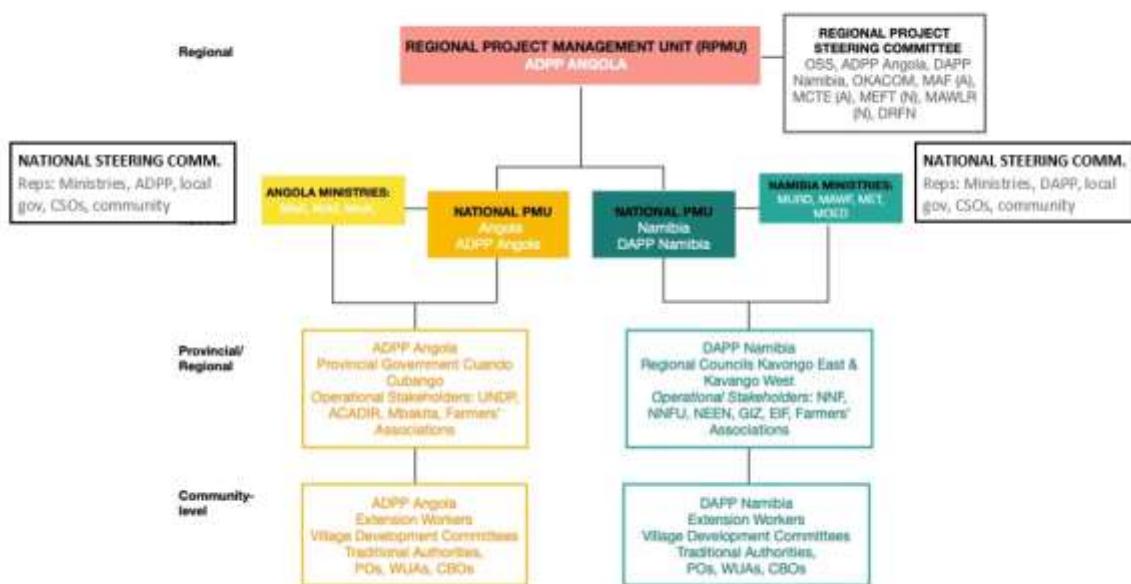


Figure1: ADSWAC Implementation Arrangements

3. Description of the Project Technician Position

The Project Technician supports the NPMU in ensuring timely and quality implementation of project activities. He/she will assist in operational coordination, reporting, monitoring, and communication functions and may take on delegated tasks when required to ensure continuity. (S)he will be stationed in Oshakati, at DAPP National Headquarters office. Regular travel may be required to the project areas in Kavango East and West regions, Windhoek (Namibia), and Luanda, Angola.

The Technician will work 100% on tasks related to the ADSWAC project in close collaboration with and report to DAPP NHQ, Partnership, Economy and Administration teams. The national DAPP teams will provide:

- Oversight and backstopping support,
- Specific technical services if needed.

Overall Tasks and Responsibilities

- Support with technical execution and follow-up of project activities by supporting PO Organizers and Farming Instructors.
- Technical support between the RPMU, NPMUs, OSS, and stakeholders.
- Draft and edit ToRs, technical notes, reports, and communication materials.
- Support Monitoring & Evaluation activities and the maintenance of internal databases.
- Participate in field missions, stakeholder engagement, and logistical planning.
- Support the development and quality assurance of training materials.
- Provide technical capacity building in Environmental and Climate Change topics to the Activity Teams, as required.
- Support the RPMU with other technical tasks, as required.

Specific Tasks

- Conduct technical support to the activity team in each region. (Kavango East and Kavango West)
- Conduct training to the activity team as per the project plan.
- Assist in developing and updating AWPBs, Procurement Plans, and M&E plans.
- Review Quarterly and Annual Technical reports before submission to the OSS by the National Project Director.
- Review monthly reports for GSP to be submitted to the Ministry of Education.
- Follow up on deliverables from consultants, service providers, and implementing partners.
- Coordinate logistics for trainings, workshops, and RPSC meetings.
- Prepare summary notes, presentations, and communication briefs.
- Provide technical and administrative support during recruitment processes and evaluations.
- Ensure translation and dissemination of technical documents.
- Support grievance redress procedures and gender action plan follow-up.

Specific Deliverables

- Technical supervision report to each Region
- Technical training reports for the activity teams.
- Monthly technical and coordination reports.
- Drafted and revised ToRs, CN, meeting notes, and activity briefs.
- Updated project document repositories and internal trackers.
- Logistical and mission support documentation.

4. Reporting

The Project Technician reports directly to the National Project Director and the National Headquarters. He/she supports reporting to DAPP Angola, OSS, NPSC, and national stakeholders.

5. Required Experience and Qualifications

- Formal qualification (graduate or post-graduate, Master's degree preferred) in Climate Change, Environmental Management, Rural Development, or related fields aligned to the ADSWAC framework, supporting performance in a leadership position.
- Mandatory technical expertise in Agronomy and Hydraulic Engineering to ensure adequate technical capacity in sustainable agriculture and water management solutions
- At least 3 to 5 years of experience in technical assistance, project coordination, or M&E roles or related fields aligned to the ADSWAC framework.
- Familiarity with climate adaptation, donor-funded projects, and cross-border cooperation.
- Excellent writing and communication skills in Portuguese and English are a plus.
- Proficient in Microsoft Office and digital collaboration tools.
- Willingness to travel frequently to project sites in Angola and Namibia.
- Preference given to Angolan or Namibian nationals, residents in Angola, or candidates with extensive experience in Angola.

6. Remuneration

Monthly remuneration is fixed at US\$1,500 (includes social security, taxes and legally bound bonuses) served in local currency based on the exchange rate of the date of transfer and in compliance with the ADSWAC budget as approved by the Adaptation Fund.”

7. Contract Duration

The contract has a duration of one year. Renewal beyond the first year will depend on performance and project needs.”

8. Workstation

The Project Technician will be stationed in Oshakati, with regular travels (when applicable) to project sites in Kavango East and West regions, Windhoek (Namibia), and Luanda, Angola.

9. Application process

Please send your application, including a motivation letter, CV, and 3 references to payroll@dapptce.com.na no later than **03 February 2026 at 17:00**. Only shortlisted candidates will be contacted.

The project promotes gender equity, and female candidates are encouraged to apply.

10. Annexes

ADSWAC Project Document, including Environmental and Social Management Plan and Gender Action Plan: <https://www.adaptation-fund.org/project/angola-and-namibia-resilience-building-as-climate-change-adaptation-in-drought-struck-south-western-african-communities/>