



Namibia Nature Foundation

Job Title: Programme Lead – Sustainable Agriculture and Sustainable Forestry
Location: Windhoek, Namibia
Reports to: Director of Programmes
Supervises: Agriculture and Forestry Programme Staff, Project Coordinators and Consultants

1. Background

The Namibia Nature Foundation (NNF)'s work on sustainable agriculture and sustainable forestry sits at an important intersection between biodiversity conservation, climate resilience, rural livelihoods and the sustainable use of natural resources. In much of Namibia, agricultural production, livestock systems, woodland management, rangeland condition, bush biomass, non-timber forest products, fire management, water availability and community-based natural resource management are closely interlinked. The way land is managed for food production directly affects soil health, ecosystem integrity, wildlife movement, forest resources and the resilience of rural communities to climate change.

For this reason, NNF recognises sustainable agriculture and sustainable forestry as two distinct but mutually reinforcing areas of work. Sustainable agriculture focuses on improving land-use practices, food security, agroecological systems, rangeland productivity and rural livelihoods. Sustainable forestry focuses on sustainable management, protection and sustainable use of woodland and forest resources, including community forests, forest-based value chains, biomass, restoration and ecosystem services. In practice, these areas often operate in the same landscapes, with the same communities and under the same broader pressures of climate change, land degradation, poverty, market access and institutional capacity.

2. Overall Objective

The Programme Lead – Sustainable Agriculture and Sustainable Forestry will provide strategic, technical and operational leadership to the NNF's Sustainable Agriculture and Sustainable Forestry Programme. The role will lead a joint programme of two complementary parts: one focused on climate-resilient and agroecological systems, and the other focused on sustainable forest management, forest-based livelihoods, restoration, biomass, non-timber forest products and community forest governance. The purpose is not to merge these sectors into a single technical discipline, but to ensure that they are planned and implemented coherently, with strong technical direction, shared partnerships, common livelihood and conservation outcomes, and clear alignment with NNF's strategic objectives.



Namibia Nature Foundation

The Programme Lead will ensure that both programme areas are implemented coherently within NNF's broader conservation, community-based natural resource management, climate resilience and sustainable livelihoods agenda. The position will support integrated landscape approaches, strengthen community and institutional capacity, promote sustainable value chains, and ensure that agriculture and forestry interventions contribute to biodiversity conservation, ecosystem health and improved livelihoods across Namibia

3. Key duties and responsibilities

3.1 Programme Leadership

- Lead and manage the Sustainable Agriculture and Sustainable Forestry Programme and team to ensure successful implementation of projects and activities.
- Develop, oversee and evaluate programme strategies, annual workplans and budgets.
- Ensure alignment with NNF's conservation, sustainable development, and community livelihood objectives.
- Foster cross-programme collaboration and integration with other NNF programmatic areas.
- Guide the overall direction, growth and strategic development of the Sustainable Agriculture and Sustainable Forestry Programme.
- Promote integrated landscape approaches that recognise the links between farming systems, rangelands, woodlands, forest resources, biodiversity, water, fire, climate resilience and rural livelihoods.

3.2 Technical Leadership

Sustainable agriculture: Support agroecological, climate-smart and regenerative approaches that improve soil health, water efficiency, productivity, food security, rangeland condition and resilience to climate variability.

Sustainable forestry: Support sustainable forest management, community forestry, forest governance, restoration, biomass utilisation, non-timber forest products and forest-based value chains.

For the interface between both: Promote land-use practices that reduce degradation, strengthen ecosystem services, support viable rural livelihoods and improve biodiversity outcomes.



Namibia Nature Foundation

3.3 Partnerships and Stakeholder Engagement

- Foster strong relationships with conservancies, community forests, Community-Based Organisations (CBOs), government institutions, NGOs and private sector partners.
- Promote participatory approaches to ensure stakeholder involvement in programme planning and implementation.
- Facilitate partnerships that support sustainable livelihoods, value chain development and natural resource management.
- Work closely with relevant government ministries, agencies and regional structures responsible for agriculture, forestry, environment, water, land reform, climate change and rural development.
- Maintain strong relationships with donor organisations and development partners.
- Represent NNF in relevant national, regional and international forums and networks.
- Ensure that programme activities apply NNF's environmental and social safeguards, and promote gender-responsive, youth-inclusive and socially equitable approaches.
- Ensure that monitoring, evaluation and learning systems track both ecological outcomes, such as soil health, vegetation condition, forest resource status and biodiversity indicators, and livelihood outcomes, such as income, food security, resilience and community capacity.

3.4 Programme and Project Management

- Oversee the implementation of programme and projects and ensure delivery of outputs and outcomes.
- Ensure that projects are implemented according to approved workplans, budgets, and timelines.
- Monitor programme performance and impact and ensure compliance with organisational policies and donor requirements.
- Oversee programme monitoring, evaluation, and learning processes.

3.5 Financial Management

- Develop programme and project budgets in collaboration with the finance team.
- Monitor expenditure against approved budgets.
- Ensure compliance with NNF financial management systems and donor regulations.



Namibia Nature Foundation

- Support financial planning, forecasting and resource allocation.
- Ensure sound management of programme assets and resources.

3.6 Staff Management and Leadership

- Provide leadership and management to programme staff, ensuring a high-performing and motivated team.
- Oversee staff development and performance management processes.
- Provide guidance, mentorship and capacity-building opportunities to programme staff.
- Coordinate the work of consultants and programme staff.
- Foster a supportive, collaborative and positive working environment.

3.7 Resource Mobilisation and Programme Development

- Lead or contribute to the development of funding proposals, concept notes and programme strategies.
- Identify funding opportunities and strategic partnerships that support programme growth.
- Support donor engagement and relationship management.
- Engage with policy processes and sector initiatives relevant to agriculture, forestry and natural resource management.
- Contribute to policy dialogue and advocacy that strengthen enabling environments for sustainable resource management.
- Build alliances and partnerships with organisations working in similar sectors.

4. Desired Qualifications and Experience

This position requires:

- Bachelor's degree in Agriculture, Forestry, Natural Resource Management, Project Management, or a related field (Master's degree an advantage).
- Minimum of 7 years of experience working in agriculture, forestry, community-based conservation, or natural resource management or similar.
- Experience working with rural communities, especially in the context of natural resource management and livelihoods.
- Strong project management (incl. budget management) and team leadership skills.
- Excellent communication, training, and facilitation skills.
- Ability and experience to work with a range of stakeholders including government, private sector, and community representatives.



Namibia Nature Foundation

5. Knowledge, skills and abilities

- Strong understanding of Community-Based Natural Resource Management (CBNRM).
- Good understanding of Namibia's environmental NGO landscape, conservation sector and development context.
- Knowledge of Namibia's agriculture, forestry and natural resource management sectors.
- Knowledge and interest in agroecology, conservation agriculture and agroforestry systems.
- Strong interpersonal skills, with the ability to manage diverse teams and foster collaboration.
- A commitment to the values and mission of the Namibia Nature Foundation
- Code 8 driver license

6. Application Process

Interested candidates should submit the following documents:

- A cover letter detailing their interest in the position and relevant experience.
- A comprehensive CV.
- Contact details of three professional references.

Deadline for Applications: **29 July 2026** Email your documents to: cv@nnf.org.na