LIVELIHOOD MANAGER

Position Summary:

Tembo Nickel is seeking to recruit **a Livelihood Manager** to join Tembo Nickel Project Team. This role is based at **Kabanga Site on a 6/3 roster**. Livelihood Manager leads the design, implementation, and continuous improvement of the livelihood restoration program, ensuring that Project Affected People (PAPs) achieve sustainable, measurable improvements in their standard of living as a result of the resettlement process. The role provides strategic direction, technical oversight, and operational leadership across all livelihood restoration activities, ensuring alignment with IFC Performance Standard 5, Tanzanian legislation, and company standards. The Livelihood Manager works closely with the Manager Resettlement, and Manager Social Performance to ensure livelihood interventions are evidence-based, culturally appropriate, market-aligned, responsive to household needs and vulnerabilities and are delivered effectively.

Duties and Responsibilities

Strategic Leadership and Program Design

- Lead the development and implementation of the Livelihood Restoration Strategy and associated workplans, ensuring alignment with the Resettlement Action Plan (RAP) and international best practice.
- Define program objectives, community-informed success indicators, and performance targets for livelihood restoration activities.

Program Implementation and Oversight

- Oversee the delivery of livelihood restoration activities, including agricultural support, enterprise development, vocational training, financial literacy, and employment facilitation.
- Develop and manage partnerships with service providers, NGOs, training institutions, and government agencies to deliver high-quality livelihood support.
- Ensure timely sequencing of livelihood activities in coordination with land access, relocation, and construction schedules.

Household-Level Support and Vulnerability Management

- Ensure robust systems are in place to identify vulnerable households and provide targeted support.
- Oversee the development of household livelihood plans and ensure they are implemented effectively.
- Monitor household progress and adapt interventions as needed to ensure sustainable outcomes.

Integration with Resettlement and MEL Functions

- Work closely with the Resettlement team to ensure livelihood activities are fully integrated into and aligned with RAP implementation.
- Collaborate with the Social Performance team and more specifically the MEL team to design monitoring tools, track outcomes, analyse data, and incorporate lessons learned into program improvements.
- Ensure livelihood performance data is accurate, timely, and used to inform decision-making.

Stakeholder Engagement and Relationship Management

- Engage regularly with PAPs, community leaders, local government, and service providers to ensure program transparency and responsiveness.
- Represent the livelihood program in internal and external meetings, audits, and lender reviews.
- Ensure PAP feedback is incorporated into program design and delivery.

Reporting, Governance and Compliance

- Prepare high-quality reports on livelihood progress, risks, and outcomes for senior management, lenders, and government authorities.
- Ensure all livelihood activities comply with IFC PS5, national regulations, and internal governance frameworks.
- Identify and manage social, operational, and reputational risks associated with livelihood restoration.

Team Leadership and Capacity Building

- Lead and mentor the Livelihood team members, ensuring strong performance, professional development, and a culture of accountability.
- Build internal capacity in livelihood restoration methodologies and best practice.

Health, Safety and Conduct

- Ensure all livelihood activities are conducted safely and in accordance with HSE standards.
- Participate in HSE meetings and report any incidents or risks.

Qualifications

Bachelor's degree in Development Studies, Agriculture, Economics, Social Sciences, or related field.
Postgraduate qualifications in livelihoods, rural development, or economic development are an advantage.

Knowledge and Experience

- Minimum 10 years' experience in livelihood restoration, rural development, or economic inclusion programs.
- Experience implementing livelihood programs in resettlement, mining, infrastructure, or large-scale development contexts.
- Demonstrated experience managing teams and external service providers.

How to Apply

Applicants are invited to send their resumes **indicating the role title in the subject via email** jobs@tembonickel.com

Application closing date is 14th November,2026

Note: We are committed to provide equal employment opportunities based on merits, and we do not charge candidates any fees in the whole recruitment process.

Women are strongly encouraged to apply.