**Ташкилоти Ҷамъиятӣ**

**БАРНОМАИ ҶОНИБДОРИИ ИНКИШОФИ ИҶТИМОИ МАНОТИҚИ КУХИСТОН**

**ДАР ҶУМҲУРИИ ТОҶИКИСТОН**

**Public Organization**

**MOUNTAIN SOCIETIES DEVELOPMENT SUPPORT PROGRAMME**

**IN THE REPUBLIC OF TAJIKISTAN**

**RECRUITMENT: ENVIRONMENTAL SUSTAINIBILITY OFFICER**

**BACKGROUND**

The Public Organization ‘Mountain Societies Development Support Programme (MSDSP)’, a project of the Aga Khan Foundation (AKF) in the Republic of Tajikistan is a leading rural development organization working in four regions of Tajikistan covering over 1,600 villages. MSDSP is supported by numerous donor organizations to undertake multi-input area development activities that contribute to improvement of quality of life in rural Tajikistan by fostering: i) effective participatory governance through civil society institutional development, ii) sustainable agricultural intensification and land management, and iii) improved and expanded public services, and iv) private services for socio-economic and environmental development.

**PROJECT DESCRIPTION**

This $15 million ($10 million from USAID and $5 million from AKF) five-year activity will improve health and resilience in Tajikistan through increased sustainable access to safe drinking water in rural communities for an estimated 60,000 people. To ensure sustained service provision, the activity will rehabilitate 20 small-scale infrastructure projects and establish reliable and commercially viable water service operators through improved management and access to finance by water operators. Businesses will receive training in financial management, bill collection and cost recovery as well as technical training in the operations of water systems. Sanitation marketing and hygiene promotion will also be included to reduce diarrheal disease and further improve the health of targeted households. The activity will also look at the feasibility of installing decentralized waste treatment systems for hospitals and/or schools where there are no centralized sewage systems.

**POSITION OVERVIEW**

MSDSP is looking for a qualified and experienced local professional to hold the position of Environmental Sustainability Officer (ESO) under the Climate Smart WASH project. The Environmental Compliance Officer will work closely with MSDSP Technical Expert on environmental compliance and sustainability. He/she will work closely with countries-level technical and management staff to conduct Environmental Assessment during activities development and implementation and closeouts to ensure their effective implementation in accordance with 22CFR 216: Environmental Compliance Procedures by USAID Operating. This includes screening of the activities yearly to categorise the activities based on their impact on the environment and conduct environmental assessment, through developing the Environmental Review Checklist (ERC), Scoping Statement (SS), Environmental Assessment (EA) and Environmental Monitoring and Mitigation Plans (EMMPs). Additionally, he/she will work closely with AKF in Tajikistan to conduct Environmental assessment of the AKF USA sub-awards to ensure their implementations in accordance with AKF USA Environmental Risk Policy and AKFC policy for Environmental Sustainability. The incumbent will be based in Dushanbe with a possibility of travel to project target areas and directly reports to CS WASH Technical Expert.

**DUTIES AND RESPONSIBILITIES**

**Environmental Compliance and Assessments**

* Conduct environmental screenings of CS WASH project annual work plans to identify activities needing environmental assessments.
* Collaborate with teams to assess potential environmental, health, and social impacts, devising practical environmental protection and mitigation strategies per USAID compliance procedures.
* Lead Initial Environmental Examinations (IEEs), Scoping Statements, Environmental Assessments, EMMPs, and other formal reviews under 22 CFR 216.
* In close collaboration with team develop and submit environmental assessments for relevant activities to USAID’s Mission Environmental Officer or Bureau Environmental Officer for approval before procurement or construction.
* Support environmental closeouts, ensuring compliance with USAID regulations.
* Partner with the Monitoring, Evaluation, Research, and Learning (MERL) team to monitor and report on EMMP and IEE progress.
* Coordinate with the CS WASH MEL Manager and Technical Expert WASH to incorporate environmental monitoring within project sub-awards and M&E systems, integrating data into reports.
* Evaluate mitigation measures’ efficacy and propose adaptive strategies.
* In collaboration with hydrogeologists and WATSAN engineers, to assess the water usage, quality, and availability to support project planning and execution.
* Coordinate with USAID, resource agencies, and technical staff to prepare environmental documents and studies for projects.
* Perform environmental compliance assessments, implementing corrective actions as required by federal, state, and national regulations.
* Provide on-site support for general environmental compliance as necessary.
* Maintain records of all environmental assessments, USAID approvals, and project closeouts.

**AKF Environmental Compliance**

* Conduct Environmental Review Assessments and develop monitoring and mitigation measures per AKF standards.
* Execute environmental closeouts as per AKF regulations for activities requiring assessments.
* Conduct program site visits to ensure compliance, recommend adjustments, and report findings to the Technical Expert WASH.
* Catalog all environmental assessments, approvals, and closeouts for program activities.

**Project Management & Mentorship**

* Serve as primary author for complex sections and analysis.
* Support a multi-disciplinary team, ensuring quality control in terms of environment and climate change on all deliverables.
* Communicate effectively with internal staff and beneficiaries managing project schedules, deadlines, and budgets.
* Engage with project partners and donors to secure alignment and support for the IEE.
* Document and share progress, challenges, and insights with the AKF Climate Resilience Lead, Project Manager, and partners.
* Perform projects within scope, budget, and timelines, upholding quality standards.
* Establish a framework for environmental compliance fundamentals across the project.
* Draft and review reporting for USAID approvals.

**ESSENTIAL QUALIFICATIONS**

**Education:**

* Bachelor’s degree in Environmental Science, Environmental Engineering, Natural Resource Management, or a related field.
* A master's degree is preferred but not mandatory.

**Skills and Knowledge:**

* Fluency in English (speaking and writing) is essential; knowledge of Russian and Tajik is an asset.
* Advanced understanding of 22 CFR 216 Environmental Compliance Procedures and related regulations (e.g., NEPA).
* Knowledge of Aga Khan Foundation USA Environmental Risk and Sustainability Policies.
* Strong understanding of environmental regulations and compliance procedures.
* Project management experience, including managing budgets
* Excellent analytical and problem-solving skills.
* Effective communication and interpersonal skills.

**Experience:**

* Minimum of 3-5 years of experience in environmental compliance, preferably with experience in USAID funded projects.
* Proven track record in conducting environmental assessments, Initial Environmental Examinations (IEEs), and Environmental Impact Assessments (EIAs).

**APPLICATION PROCESS**

Interested potentials are requested to submit a cover letter (2 pages maximum) and resume (2 pages maximum) and relevant Diploma/Certificates clearly demonstrating how applicants meet essential qualifications and asset criteria should be submitted to AKDN Career Center through the following link [www.the.akdn/careers/2193996](http://www.the.akdn/careers/2193996) by no later than **05 December 2024**. Only full packages will be considered.

*MSDSP/AKF strongly encourages qualified female applicants for this position. MSDSP/AKF seeks to ensure that male and female employees are given equal career opportunities and that staff members can keep an appropriate balance between work and private life.*

*For more information on the Aga Khan Foundation and Aga Khan Development Network visit: http://www.akdn.org.*

*MSDSP/AKF Tajikistan recruitment and selection procedures reflect our commitment to equal opportunity, safeguarding of children from abuse and zero tolerance of sexual harassment.*

***DISCLAIMER***

*By sharing the completed applications with MSDSP/AKF in response to this job application, applicants consent for AKF to keep this information on file for recruitment and human resources management purposes.*