



TERMS OF REFERENCE (TOR)

Position: Restoration & Forestry Programme Officer (Peatland and Forest Landscapes)

Organisation: Environmental Alert (EA)

Duty Station: Masaka District/Region, Uganda

Reporting Line: Programme Manager

Effective Date: Begins immediately

1. Background

This Terms of Reference (TOR) is issued to guide the role of the Restoration & Forestry Programme Officer responsible for peatland and forest landscape restoration interventions.

2. Purpose of the Position

The Restoration & Forestry Programme Officer will lead the design and implementation of peatland and forest restoration interventions, ensuring ecologically sound, community-inclusive, and climate-resilient outcomes.

The role integrates principles of restoration ecology, wetland/peatland management, and sustainable forestry to restore degraded landscapes while supporting local livelihoods.

In addition, s/he will also lead strategic engagement with communities, government institutions, development partners, civil society, and private sector actors to support the successful implementation of peatland and forest restoration activities. The role ensures alignment with national policies, fosters partnerships, and strengthens institutional collaboration for sustainable peatland management; and that restoration interventions are socially inclusive, locally accepted, and aligned with community needs while protecting peatland and forest ecosystems.

3. Key Responsibilities

3.1 Stakeholder Engagement & Coordination

- Stakeholder Mapping & Engagement Strategy: Identify and map key stakeholders; and develop and implement a stakeholder engagement plan tailored to peatland and forest restoration.
- Government & Policy Engagement: Build and maintain relationships with relevant District Local Governments and Departments; and ensure the projects are aligned to national and local policies, strategies, and regulations on wetlands and forest restoration.
- Multi-Stakeholder Coordination: Organize and facilitate stakeholder meetings, workshops, and forums; and promote collaboration and information sharing among stakeholders within the project area.



3.2 Restoration Planning & Implementation

- Restoration Planning & Design: Develop site-specific restoration strategies, based on available baseline ecological assessments data; co-design peatland and forest restoration interventions with communities and district local authorities.
- Planting Systems: Work with the local authorities to ensure sourcing of high-quality, locally adapted/native tree species; supervise seedling planting logistics; and align planting schedules with seasonal and hydrological conditions.
- Field Implementation & Supervision: Work with the local authorities to ensure quality control in site preparation, planting, and maintenance; oversee soil and water conservation measures; and ensure restoration activities comply with environmental safeguards.

3.3 Advocacy, Community Engagement & Capacity Building

- Forest Restoration and Peatland Advocacy & Awareness: Promote awareness on forest restoration and peatland conservation among communities and policymakers at districts level; support advocacy efforts to protect forests and peatlands from degradation and unsustainable use; and contribute to policy dialogue and technical discussions on wetland/peatland management.
- Community Engagement & Capacity Building: Train local communities in restoration and sustainable land-use practices; promote community-led restoration approaches; and support integration of livelihood activities compatible with peatland and forest conservation.

3.4 Risk Management, Monitoring & Reporting

- Risk Management & Conflict Resolution: Identify risks and potential stakeholder conflicts or political sensitivities; develop and implement mitigation strategies and facilitate dialogue and integrated social safeguards where needed, while ensuring long-term sustainability and resilience of the restored ecosystems.
- Monitoring, Evaluation & Reporting: Develop and implement monitoring frameworks; have the ability to use GIS tools (e.g., QGIS, ArcGIS) to map and track restoration progress; and to prepare periodic technical reports for internal use, donors and other stakeholders.
- Knowledge Management & Communication: Document stakeholder engagement processes, lessons learned, and best practices; have the ability to support the development of communication materials (briefs, reports, presentations); and facilitate knowledge sharing across stakeholders and project teams.
- Perform any other duties as assigned by the immediate Supervisor.

4. Terms and Conditions of Employment

- Contract Type: 1 year, Renewable subject to availability of funding and good performance
- Duty station: Masaka District/Region, Uganda
- Field-based role with travel as required



5. Qualifications & Requirements

Education

- Bachelor's degree in Forestry, Environmental Science, Natural Resource Management, or related field
- Master's degree in Restoration Ecology, Wetland Ecology, Hydrology, or related discipline is an added advantage

Experience

- Minimum 3–5 years of relevant experience in ecosystem restoration or forestry
- Demonstrated experience in peatland or wetland restoration (highly desirable)
- Proven experience managing field-based environmental projects in Uganda or East Africa
- Experience working with district local authorities and communities is highly desirable

Technical Skills

- Strong knowledge of restoration ecology and forest landscape restoration
- Understanding of peatland hydrology and soil-carbon dynamics
- Experience with GIS tools (QGIS, ArcGIS) and data collection systems is an added advantage
- Knowledge of native tree species
- Familiarity with climate change adaptation and carbon projects (MRV is a plus)

Core Competencies

- Strong leadership skills
- Practical, field-oriented problem solving
- Excellent communication and stakeholder engagement
- Ability to work in a team
- Ability to work in remote, rural environments
- High level of integrity and accountability
- Ability to ride a motorcycle

Preferred Candidate Profile

- Combines technical expertise + hands-on field experience
- Comfortable working in forests; and wetland/peatland conditions
- Strong understanding of both ecology and community dynamics
- Able to adapt restoration strategies based on real-time field conditions



6. Application & Contact Information

All correspondence regarding this TOR should be sent to:
envalert@envalert.org

CC: jackline.tino@envalert.org

Deadline for submission: Friday, 8th May 2026 at 11:59 PM