



VACANCY ANNOUNCEMENTS

About Millennium Challenge Account-Malawi II

The Government of Malawi signed a five-year agreement (“Compact”) with the Millennium Challenge Corporation (“MCC”) to fund specific programs targeted at reducing poverty and stimulating economic growth. MCC is a U.S. government agency focused on assisting countries dedicated to good governance, economic freedom, and investing in people. An Accountable Entity called the Millennium Challenge Account-Malawi II (“MCA-Malawi II”) has been created and designated by the Government of Malawi to implement the Compact.

Malawi Compact

The Compact consists of three projects, namely:

1. The Accelerated Growth Corridors Project (AGC) will focus on reducing transport costs in targeted rural areas. Under the AGC Project, the Road Corridor Improvement (RCI) Activity will target investment in physical upgrades and improvements across different classes of roads within four selected Accelerated Growth Corridors (AGCs) to improve rural access by addressing road conditions and reducing transport costs. The Policy and Institutional Reform and Capacity Building (PIR) Activity will focus on assisting the Government to address policy, legislative, institutional, and funding issues to ensure that road transport in AGC areas is well-maintained and managed.
2. The Increased Land Productivity Project will focus on improving land services, strengthening conditions for increased investment in land and better-functioning land markets through two main activities: the Land Administration Resourcing and Institutions Activity – which will support development, adoption, and implementation of reforms to expand national land-based revenues and address institutional change – and the City Council Land-Based Revenue

Modernization Activity, which will expand coverage and collection of land-based revenues, to increase resources for key services and increase investment in land and finally.

3. The American Catalyst Facility for Development Project will focus on facilitating U.S. International Development Finance Corporation (DFC) investment in Malawi to catalyze increased private investment consistent with Compact objectives and increase the scale and

1. Resettlement Specialist

Position Objective

The Resettlement Specialist plays a critical role in managing and overseeing all aspects related to involuntary land acquisition, physical and economic displacement, and livelihood restoration activities in alignment with the International Finance Corporation's Performance Standard 5 on Land Acquisition and Involuntary Resettlement, focusing specifically on Compact projects, including the Access Project. This role encompasses the responsibility for ensuring adherence to standards and guidelines for both involuntary and, if applicable, voluntary land acquisitions, ensuring that all resettlement activities are conducted ethically, transparently, and in a manner that supports affected communities.

Duties and Responsibilities

- Assist in the development of Requests for Proposals (RFPs) for Resettlement Action Plans (RAPs) and Resettlement Implementation and support the evaluation process.
- Support the adherence to, application, and maintenance of the Compact Resettlement Policy Framework and contribute to the development, implementation, and monitoring/evaluation of Project-specific RAPs.
- Facilitate coordination and communication with Project Directors, MCA-Malawi II management, the MCA Project Management Consultant, RAP developers, RAP implementers, design consultants, construction enterprises, construction supervision engineers, Implementing Entities, and relevant authorities to ensure compliance with IFC PS 5.
- Aid in ensuring that RAPs are prepared in a way that minimizes involuntary resettlement, demonstrates thoroughness, outlines a grievance procedure aligned with the MCA grievance mechanism, addresses livelihood restoration, and supports vulnerable persons, and includes a well-coordinated implementation schedule.
- Help incorporate resettlement considerations into designs and bid contracts, ensuring access to relevant site information through regular interaction with other Directors.
- Assist in obtaining necessary approvals for RAPs from all relevant authorities.
- Support the supervision of RAP implementation, ensuring consistency with approved project-specific RAPs and PS-5 compliance.

- Work alongside the Manager for Social and Gender Inclusion to integrate gender and social vulnerability considerations into RAP development and implementation.
- Collaborate with Sector Directors on projects involving resettlement issues, ensuring comprehensive coverage of resettlement concerns across Compact projects.
- Participate in organizing public consultations and meetings with stakeholders, aiding in communication regarding resettlement to those affected, in line with RAPs and approved guidelines.
- Contribute to the Stakeholder Engagement Plan, ensuring the consideration of impacts and rights of those affected by resettlement.
- Liaise with the Director of Finance, Fiscal Agent, or equivalent during RAP development and implementation to define compensation payment methods, documentation requirements, and related activities.
- Coordinate with the Director of Procurement, Procurement Agent, and other relevant entities as necessary.
- Support the management of databases related to RAP development and implementation, ensuring integration with Compact databases.
- Assist in maintaining a grievance register, ensuring timely resolution of resettlement-related grievances according to approved procedures.
- Help develop tracking systems for monitoring resettlement and displacement progress and contribute to progress reports for MCC and the Government.
- Assist in developing procedures for handling new resettlement cases that arise during construction.
- Support the development of RFPs for specialized resettlement-related studies and oversee such studies, including post-resettlement monitoring and evaluation.
- Serve as a supporting expert on land acquisition and resettlement issues within the team.
- Assist the Resettlement Officer in conducting site visits and inspections in resettlement zones and participate in relevant meetings with consultants and contractors.
- Perform additional tasks and responsibilities related to resettlement support as required.

Education

- Bachelor's degree in environmental science, social science, international development, land management, land economy, physical planning, law, or other field related skills required to conduct involuntary resettlement and land acquisition.

Experience

- Minimum of Five (5) or more years of professional experience in a relevant sector, which must include at least three years of experience with resettlement and two years of experience with policies and standards for resettlement of the IFC, World Bank or other donors.
- Demonstrated knowledge of relevant Malawi land and real estate laws and resettlement legislation.

- Experience in managing the development and/or implementation of Resettlement Action Plans consistent with World Bank OP 4.12, IFC PS-5, or other multilateral or bilateral donor resettlement procedures.
- Experience in conducting Public Consultations and stakeholder engagement processes.
- Experience working in the field and on-the ground, e.g. making field visits, and interacting with different stakeholders.
- Demonstrated understanding of and experience working with gender and social exclusion concerns in the context of resettlement and land issues.
- Demonstrated oral and written communications skills interacting with a variety of stakeholders.
- Demonstrated professionalism, good judgment, and flexibility to work as necessary outside normal working hours to meet the deadlines and needs of the position.
- Ability to work with multidisciplinary teams and institutions, and capacity to manage a variety of tasks with minimal supervision.
- Demonstrated ability to manage a variety of tasks with minimal supervision and to delegate a variety of tasks.
- Ability to understand new issues quickly and adapt a project's strategy, objectives, and corresponding structural or organizational changes, as needed, to move the work forward and meet the needs of the situation based on sound, logical decisions.
- Ability to build consensus and relationships among one's team, partners, and other stakeholders through established confidence and trust.
- Ability to identify and propose solutions to mitigate and manage risks.
- Ability to work under pressure, plan personal workload effectively and delegate.

Language and Information Technology Requirements

- Fluent written and verbal communication skills in English is required.
- Fluency in one or more local languages is required.
- Experience with database construction and management.
- Mastery of necessary information technology and project management systems (such as server-based email systems, word processing (MS Word, Excel, PowerPoint, etc.), spreadsheets, the Internet, etc.).
- Demonstrated capability with program and project management tools and software, such as MS Project (or equivalent project management tool).

How to apply

Applications for these positions should be sent to: recruitment@mca-malawi2.gov.mw

Applications should be accompanied by the following documents:

1. Curriculum vitae containing detailed work experience.
2. Cover letter confirming interest and availability.
3. Soft copies of education and professional certificates (if available).

The closing date for receiving applications is **11th March 2024**. Please note that only applications received through recruitment@mca-malawi2.gov.mw will be considered. Any applications received through other channels will not be considered. Only shortlisted applicants will be contacted for interviews. Interested applicants should indicate the position title in the subject line of the email.