VACANCY ANNOUNCEMENT

HEAD OF THE ENVIRONMENT AND CLIMATE CHANGE DIVISION (CDECC)

BACKGROUND AND JUSTIFICATION

The Gambia River Basin Development Organisation (OMVG) is an intergovernmental organisation comprising the Republic of The Gambia, the Republic of Guinea, the Republic of Guinea-Bissau and the Republic of Senegal. Its mandate is to promote the rational and coordinated development of the resources of the Gambia, Kayanga-Geba and Koliba-Corubal river basins, notably through the implementation of integrated projects in the fields of energy, agriculture and infrastructure.

The Environment and Sustainable Development Directorate (DEDD) of the OMVG High Commission is responsible for ensuring that environmental, social and climate considerations are fully integrated into all the Organisation's projects and programmes, in compliance with the national legislation of the Member States, international conventions, and the environmental and social safeguard policies of technical and financial partners.

As part of the strengthening of its institutional capacities and in order to ensure the continuity of its environmental and social safeguard functions, the OMVG High Commission is launching the recruitment of a Head of the Environment and Climate Change Division (CDECC), to be based within the DEDD. These Terms of Reference set out the duties and responsibilities of the position, the required profile, and the application and selection procedures.

JOB DESCRIPTION

Job title:	Head of the Environment and Climate Change Division (CDECC)
Reporting line:	Reports to the Director of Environment and Sustainable Development
Status:	Permanent Staff
Age:	Applicants must be no more than fifty-five (55) years of age on the date of appointment.
Duty station:	OMVG High Commission, Dakar, Senegal, with frequent travel, in particular to the Member States (The Gambia, Guinea, Guinea-Bissau, Senegal)
Nationality:	The position is open to nationals of the OMVG Member States

DUTIES AND RESPONSIBILITIES

Main mission

The postholder shall be responsible for the design, coordination, monitoring and evaluation of environmental and social impact assessments for all the Organisation's projects and programmes. He/She shall also be responsible for developing and implementing environmental protection and climate change adaptation measures within the Organisation's river basins.

Key Duties

The postholder shall:

- Develop and implement programmes to mitigate the impacts of infrastructure developments within the river basins, in line with the national strategies of the Member States, international norms and standards, and the polluter pays principle;
- Coordinate Environmental and Social Impact Assessments (ESIAs) for the Organisation's various projects and programmes and contribute to the harmonisation of the Member States' legislation relating to ESIAs;
- Review ESIAs relating to any infrastructure project or programme within the river basins for approval by the Organisation, and provide reasoned opinions, whether favourable or unfavourable, regarding the environmental impacts of new projects;
- Develop and monitor the implementation of Environmental and Social Management Plans (ESMPs) and Resettlement Action Plans (RAPs), in accordance with the safeguard policies of technical and financial partners;
- Monitor the implementation, in accordance with international standards, of compensation and livelihood restoration measures for populations affected by infrastructure construction;
- Ensure the protection of water quality, monitor discharges and manage transboundary pollution;
- Prepare and implement plans to control invasive aquatic plants and protect biodiversity;
- Prepare and implement erosion control plans and promote the protection of riverbanks and headwaters;
- Promote appropriate measures to improve hygiene conditions and combat water-borne diseases and their vectors;
- Contribute to the integration of climate change adaptation into OMVG projects and programmes and support the mobilisation of climate finance;
- Monitor, over the long term, and oversee the remediation of the adverse impacts of OMVG programmes;
- Prepare periodic activity reports;
- Perform any other duties within the scope of the position as assigned by management.

Functional relationships

The postholder shall maintain functional working relationships with all OMVG entities (Directorates, Divisions, Attached Services, SOGESART, National Units, Projects and Programmes), as well as with the competent national authorities of the Member States and technical and financial partners, within the scope of his/her responsibilities.

REQUIRED PROFILE

Academic Qualifications

- A minimum of a Master's degree in Environmental Sciences, Ecology, Environmental Engineering, Environmental Law or a related discipline;
- Additional training or specialisation in climate change management, environmental assessment or sustainable development would be a significant asset.

Professional experience

- At least seven (7) years of relevant professional experience in the environmental sector, including at least five (5) years in a managerial or coordination role;
- Proven experience in conducting or supervising ESIAs and ESMPs for water resources, energy or rural development infrastructure projects;
- Experience in managing environmental projects financed by international technical and financial partners (World Bank, African Development Bank, GEF, Green Climate Fund, etc.);
- Experience in a sub-regional or international environment, preferably in West Africa, would be an asset;
- Knowledge of the environmental context of the Gambia River Basin and/or the sub-region would be an advantage.

Technical Skills

- Sound knowledge of environmental standards relating to biodiversity and climate change, Environmental and Social Impact Assessments (ESIAs), and the implementation of Environmental and Social Management Plans (ESMPs) and Resettlement Action Plans (RAPs);
- Knowledge of international environmental and climate change conventions and agreements (Convention on Biological Diversity (CBD), United Nations Framework Convention on Climate Change (UNFCCC), Ramsar Convention, etc.);
- Ability to coordinate and supervise complex environmental and social impact assessments;
- Sound knowledge of the environmental and social safeguard policies of international development partners (World Bank, African Development Bank, etc.);
- Proficiency in standard office software; knowledge of Geographic Information Systems (GIS) would be an asset.

Personal qualities (soft skills)

- Strong interpersonal skills and adaptability;
- Initiative and the ability to establish priorities;
- Strong organisational skills and responsiveness;
- Ability to work effectively in multidisciplinary and multicultural teams;
- Ability to work under pressure and meet deadlines;
- Diplomatic skills and the ability to negotiate with stakeholders;
- Professional integrity and discretion.

Languages

- Excellent command of at least one of the official working languages of OMVG (English, French or Portuguese);
- A good working knowledge of a second official working language would be highly desirable.

APPLICATION FILE

Applications shall include:

- A cover letter addressed to the OMVG High Commissioner;
- A detailed, dated and signed curriculum vitae highlighting qualifications and experience relevant to the position (maximum five pages);
- Certified true copies of academic qualifications and training certificates;
- Copies of employment certificates or references demonstrating relevant professional experience;
- A copy of a valid national identity card or passport confirming the applicant's nationality of an OMVG Member State;
- Contact details of three (3) professional referees.

SELECTION PROCEDURE

The selection process shall be conducted in accordance with the OMVG Staff Regulations and applicable recruitment procedures. It shall comprise:

- Shortlisting based on the qualifications and experience requirements set out in these Terms of Reference;
- An interview before a duly appointed Selection Committee, which may be supplemented by a written test or a practical assessment, where applicable;
- Verification of references and the authenticity of the academic qualifications of shortlisted candidates.

Only shortlisted candidates will be contacted. OMVG reserves the right not to proceed with this vacancy announcement.

OMVG is an equal opportunity employer. Qualified women are strongly encouraged to apply.

APPLICATION PROCEDURE

Applications, drafted in one of OMVG's working languages, must be submitted no later than **31 August 2026** at 5:00 p.m. (GMT), by e-mail only to **recrutements@omvg.org**, with the subject line: "Application for the position of CDECC".

Incomplete applications or applications received after the closing date will not be considered.