



OMCP MARA CARBON CLG SAFEGUARDS MANAGER RECRUITMENT

An opportunity to lead the safeguards team for a unique carbon project in the Mara.

Role	Safeguards Manager	Location	Aitong, Maasai Mara
Status	Full-time	Responsible for	Project Safeguards
Contract period	Two (2) years, renewable based on performance and project funding		

ABOUT THE ONE MARA CARBON PROJECT (OMCP)

The One Mara Carbon Project is a landscape-scale initiative that supports sustainable rangeland management, biodiversity conservation, climate change mitigation, and improved livelihoods for local communities within the Greater Maasai Mara ecosystem. The project works closely with conservancies, landowners, county governments, and other stakeholders to implement regenerative grazing practices, strengthen ecosystem resilience, and generate high-integrity carbon credits under internationally recognized carbon standards.

POSITION OVERVIEW

The Safeguards Manager will lead the design, implementation, monitoring, and continuous improvement of the organization's Environmental and Social Safeguards (ESS) system across conservation and carbon projects. The role will ensure compliance with applicable national legislation, donor requirements, carbon certification standards, and organizational safeguard policies while promoting equitable, inclusive, and sustainable project outcomes. The Safeguards Manager will work closely with technical teams, project managers, community engagement staff, Monitoring, Evaluation and Learning (MEL) specialists, and external partners to ensure environmental and social risks are effectively identified, mitigated, monitored, and reported throughout the project lifecycle.

JOB RESPONSIBILITIES

Safeguards Strategy & Compliance

- Develop, implement, and strengthen the organization's Environmental and Social Safeguards Framework.

- Lead environmental and social risk screening and due diligence for the project.
- Prepare and oversee Environmental and Social Management Plans (ESMPs), mitigation measures, and monitoring plans.
- Ensure projects comply with applicable environmental and social legislation, organizational policies, donor requirements, and carbon certification standards.

Project Safeguards Implementation

- Monitor safeguards implementation throughout project planning, implementation, verification, and closure.
- Ensure safeguards compliance for OMCP under standards such as Verra VCS, Community & Biodiversity (CCB) Standards, ART TREES, or other applicable carbon frameworks.
- Support the integration of biodiversity, climate resilience, and community safeguard requirements into project design and implementation.
- Coordinate safeguard documentation required during project validation and verification audits.
- Work closely with carbon technical teams to ensure social and environmental integrity throughout project development.

Stakeholder Engagement & Social Safeguards

- Promote meaningful stakeholder participation throughout project implementation.
- Support Free, Prior and Informed Consent (FPIC) processes where applicable.
- Ensure vulnerable and marginalized groups, including women, youth, and Indigenous Peoples and Local Communities (IPLCs), are meaningfully engaged in project planning and implementation.
- Oversee grievance redress mechanisms and ensure complaints are addressed transparently, fairly, and in a timely manner.

Risk Management & Monitoring

- Identify, assess, and monitor environmental, social, reputational, and operational risks.
- Conduct regular safeguard monitoring visits and compliance assessments.
- Develop corrective action plans and track implementation.
- Develop safeguard indicators and monitoring systems.
- Analyze safeguard performance and recommend improvements.

Capacity Building & Knowledge Management

- Develop safeguard policies, procedures, guidance notes, and operational tools.
- Train staff, implementing partners, contractors, and community representatives on safeguard requirements.
- Build organizational capacity in environmental and social risk management and responsible project implementation.
- Document lessons learned and promote adaptive management.

Reporting & Documentation

- Prepare safeguard reports for management, donors, certification bodies, and external stakeholders.
- Contribute safeguard content to donor reports, project proposals, annual reports, and carbon project documentation.

KEY SKILLS & EXPERIENCE

Key Experience

- At least **5 years** of progressively responsible experience in environmental and social safeguards, conservation, natural resource management, or climate change programs.
- Demonstrated experience supporting conservation and/or nature-based carbon projects.
- Experience applying international safeguard frameworks and standards, including one or more of:
 - Verra VCS and Climate, Community & Biodiversity (CCB) Standards
 - World Bank Environmental and Social Framework (ESF)
 - Green Climate Fund (GCF) Environmental and Social Policy
 - Other recognized environmental and social safeguard frameworks
- Experience conducting environmental and social impact assessments and developing mitigation measures.
- Experience working with government agencies, community institutions, NGOs, and development partners.
- Experience facilitating stakeholder engagement, community consultations, and grievance management.

Knowledge and Skills

The ideal candidate should demonstrate:

- Strong understanding of biodiversity conservation and landscape restoration.
- Knowledge of Indigenous Peoples and Local Communities (IPLC) rights and participatory conservation approaches.
- Understanding of Free, Prior and Informed Consent (FPIC) principles.
- Knowledge of gender equality and social inclusion in conservation programming.
- Excellent analytical, organizational, and problem-solving skills.
- Strong report writing and communication skills.
- Ability to manage multiple priorities and work across multidisciplinary teams.
- Strong facilitation, negotiation, and stakeholder engagement skills.
- Proficiency in Microsoft Office applications and data management tools.

QUALIFICATIONS

- Bachelor's degree in Environmental Science, Environmental Management, Natural Resource Management, Social Sciences, Development Studies, or a related field.
- Master's degree in a relevant discipline is an added advantage

WORKING CONDITIONS

- Expected frequent travel to project sites within the Maasai Mara landscape.

WHAT WE OFFER

- An opportunity to work on one of Africa's leading landscape-scale carbon initiatives.
- Opportunity to contribute to climate action, biodiversity conservation and community development.
- A collaborative and mission-driven work environment.
- Professional growth and continuous learning opportunities.
- Competitive remuneration and benefits package.

HOW TO APPLY

Application requirements

- A cover letter.
- A Curriculum Vitae (CV) detailing relevant experience.
- Contact details of at least three professional referees.
- Copies of academic and professional certificates.

Submit to:

Email: hr@onemaracarbon.org

Subject: Safeguards Manager Application

Deadline: On or before September 2nd, 2026, at 11:59 pm EAT

Please note: *Applications will be reviewed on a rolling basis, and the position may be filled before the closing date if a suitable candidate is identified. Early applications are therefore encouraged.*

Only shortlisted candidates will be contacted.

OMCP Mara Carbon CLG is an equal opportunity employer and is committed to fostering a diverse, equitable, and inclusive workplace. We encourage applications from women, Indigenous Peoples and Local Communities (IPLCs), persons with disabilities, and candidates from diverse backgrounds.