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energy resources

## Job Opportunity

### Environment Projects & Studies Coordinator Ref/ID: 2757BR

#### Main Job Responsibilities:

The job holder is responsible for the following:  
Ensuring that Environmental Social Impact Assessments (ESIA) are completed as per the Company standard requirements and Uganda's regulations and that the Environment & Social management plans (ESMPs) are effective. Engagement with regulatory authorities and key external and internal stakeholders to ensure smooth ESIA process. Management of contractual aspects with the ESIA consultant and undertaking of capacity building of local ESIA Consultants. Ensure compliance with Environmental legislations and IFC standards. Prepare standard template for ESIA to be used by consultants, attend surveys and apply and keep track of all permits granted. Work with the regulators to develop methods to speed up the consent process. Provide specialist advice on ESIA's.

#### Qualifications and Experience

- Bachelors degree in Environmental Engineering/management or related field
- Minimum 5 years experience in managing the ESIA and permitting process in an operational environment, ideally in the Oil & Gas business.
- In depth Understanding of the environmental legislations and IFC standards
- Excellent communication and report writing skills
- Proficient in Microsoft Office

### Social Affairs Coordinator Ref/ID: 2758BR

#### Main Job Responsibilities:

The job holder is responsible for the coordination, development and implementation of the stakeholder engagement and Social Investment strategy of the Company as well as monitoring & evaluation of the relevant data through the Most data base. Act as the quality controller for information for the Social affairs department. Ensure that proper tracking and archiving of activities in the Social Management system. Coordinate engagement activities with other operations and survey teams with operators and other regulators. Contribute to development of Methods and procedures relative to the Social Affairs department as required for the project.

#### Qualifications and Experience

- Bachelors degree in Social or Environmental Sciences, Anthropology, Land use & natural; resources management, Development Studies or equivalent
- Minimum 5 years experience in developing and executing land acquisition and resettlement programs in line with IFC Performance Standards preferably in oil and gas or extractives.
- Ability to coordinate and manage projects in remote environments with rural communities
- In-depth knowledge and practice of IFC performance standards
- Excellent negotiation, conflict resolution, communication and interpersonal skills.
- Good project Management skills

### Compensation Specialist Ref/ID: 2778BR

The position reports to the Environment and Social Studies Coordinator

#### Main Job Responsibilities:

The job holder will be responsible for the following;

Implement and supervise the land acquisition and resettlement planning program. Coordinate the implementation of the various resettlement activities including establishment of stakeholder forums, capacity building on land acquisition and resettlement, disclosure process, conducting of land and asset surveys, social surveys, negotiation of compensation packages, signature of agreements with project affected persons, livelihood restoration, financial literacy, training & evaluation. Handle conflict resolution and grievances related to land access and acquisition. Ensure regular reporting in liaison with the data administrator. Review land and related social studies and contribute to the process. Review and contribute to Social Management processes and participate in the Environmental Social Impact Assessment process. Evaluate the livelihood program designs and recommend ways for improvement.

#### Qualifications and Experience

- Bachelors degree in Geography, Urban planning, physical planning, Anthropology, Agriculture, Law or equivalent.
- Minimum 7 years experience in resettlement planning & implementation including community engagement and negotiation
- In-depth knowledge and experience in resettlement programs developed in line with World bank & IFC performance standards
- Excellent negotiation skills, communication and Interpersonal skills
- Experience in land surveying, valuation and Mapping (Geographic Information Systems)
- Knowledge of the legal and regulatory standards on Land management in Uganda is an added advantage

### Environmental Biodiversity Field Officer Ref/ID: 2726BR

The position is based on site

#### Main Job Responsibilities:

The job holder will be responsible for the implementation of the Environmental Compliance schedule and the Biodiversity strategy and Action plan. Participate in local awareness and education activities about Environment & Biodiversity. Prepare environment & biodiversity materials for stakeholder consultation meetings. Enforce measures to minimize/ prevent risks and negative impact to the environment and the wildlife. Participate in Environment & Biodiversity audits and inspections as required.

Ensure compliance and implementation of the Company's work program based on ISO 14001. Participate in responding to correspondences regarding Environmental protection and performance. Ensure compliance the relevant Statutory requirements and the Company's Health Safety & Environment (HSE) Standards. Ensure Contractors comply to their contractual obligations and the regulatory approved certificates. Follow up and ensure Environment & Biodiversity related grievances are resolved quickly and transparently.

#### Qualifications and Experience

- Bachelors degree in Environmental Management, Botany, Zoology or equivalent
- Minimum 2-5 years experience in managing Environment /Biodiversity projects in the field.
- In-depth knowledge of Uganda's environmental legislation and IFC performance standards
- Good understanding of ISO14001

- Excellent communication, negotiation and interpersonal skills
- Good report writing and analytical skills
- Fluency in English, knowledge of the local languages (Lugungu, Lunyoro, Alur, Acholi) is an added advantage.

### Community Tourism Liaison Officer Ref/ID: 2756BR

The position is based on site and reports to the Community Tourism Supervisor.

#### Main Job Responsibilities:

The job holder is responsible for sensitization of local communities and stakeholders in the Company's area of operation by ensuring that they are aware of the Company's policies, operational activities and sustainable development programs. In addition, advise the communities on the Company's views on the issues that may arise during operations. Receive and resolve grievances transparently with the assistance of the Community Tourism Supervisor. Handle land access and compensation related activities in the Community. Act as a communication channel through the Community Tourism Supervisor between the Community and the Company's offices in Kampala. Participate at any field visits approved by the Ministry of Energy or organized by any of the Joint Venture partners. Maintain regular contact with key formal and informal stakeholders in the local communities. Supervise the local contractor's recruitment process and represent the Company at cultural events as required.

#### Qualifications and Experience

- Bachelors degree in Social Science, Anthropology, Human Resources or equivalent
- Minimum 3 years experience working in rural communities in Uganda preferably in the Albertine area
- Excellent communication skills with the ability to develop and maintain good relations with a wide range of stakeholders including local communities, Non Governmental Organizations etc..
- Negotiation and Conflict Management skills
- Proficient in Microsoft office
- Knowledge of the local language is an added advantage (Lugungu, Runyoro, Alur, Acholi)

Please apply by following the application instructions on our website: [www.careers.total.com](http://www.careers.total.com)

ONLY APPLICATIONS RECEIVED ON THE STATED WEBSITE WILL BE CONSIDERED.

Deadline is Friday 11<sup>th</sup> March, 2016.  
Short listing begins immediately and only short listed candidates will be contacted.

**"Candidates applying for the advertised positions will be selected on merit. Any form of canvassing is strictly prohibited."**