

Terms of Reference for the positions; Two (2) Nursery Caretakers (Jamaica)

WETLANDS INTERNATIONAL PANAMA - LAC OFFICE

Project: Assuring ecological connectivity and community resilience through Nature-based Solutions (NbS) in Jamaica & Grenada

Positions: (2) Mangrove Nursery Caretakers (Jamaica)

Dedication time: Full-time

Type of contract: Technical Services

Location: Kingston Jamaica / Portland Bight Protected Area (St. Catherine).

Reports to: Mangrove Technician

1. BACKGROUND

Wetlands International is an international organization dedicated to the conservation of wetlands and their resources, for the benefit of nature and people. It is the only non-governmental organization (NGO) dedicated to wetlands. It is a global non-profit organization with more than half a century of experience. We work through our 20 offices, our partners and experts. Most of our work is funded on a project basis through governments and private donations. We also have a growing portfolio of corporate collaborations. The regional office located in Panama is responsible for the development and implementation of the Strategic Intent 2020–2030 in collaboration with the other regional office located in Argentina, through coordination with partner organizations, government actors, as well as the implementation of projects. Wetlands International seeks to increase the impact of its work in Latin America and the Caribbean through the development of strategic partnerships and the acquisition of larger, longer-term programs. Specifically, the project aims to protect and restore mangrove ecosystems in the Portland Bight Protected Area (PBPA) in Jamaica. This initiative is led by Wetlands International in partnership with Jamaica Red Cross Society and The International Federation of Red Cross Red Crescent Societies and is supported by Caribbean Biodiversity Fund -CBF-.

2. OBJECTIVES OF THIS POSITION

Assisting the Wetlands International local Technical and administrative coordination to the Project: Assuring ecological connectivity and community resilience through Nature-based Solutions (NbS) in Jamaica. To ensure compliance with the schedule of activities, timely delivery, and the quality of project products/deliverables. The mangrove nursery plays a critical role in our efforts to rehabilitate degraded coastal areas. We seek two (2) dedicated and knowledgeable Mangrove Nurseries Caretakers to manage and maintain the nursery(ies), ensuring the healthy growth of mangrove seedlings for transplantation.

3. ROLES AND RESPONSIBILITIES

The two (2) Mangrove Nursery Caretakers will be responsible for:

1. Nursery Management:

- Maintain the overall cleanliness and order of the nursery.
- Ensure optimal growing conditions for mangrove seedlings, including appropriate watering, shading, and protection from pests.
- Prepare and maintain seed beds and containers for propagules.

2. Propagation and Plant Care:

- Collect and prepare mangrove propagules and seeds.
- Monitor and record the growth and health of seedlings, implementing corrective actions as necessary.
- Apply fertilizers and other treatments to promote healthy growth.

3. Maintenance and Inventory:

- Maintain an accurate inventory of plants, seeds, and nursery supplies.
- Regularly inspect and maintain nursery infrastructure and equipment.
- Keep detailed records of all activities, including planting dates, treatments applied, and seedling growth rates.

4. Restoration and Rehabilitation:

- Assist in the development and implementation of mangrove restoration and rehabilitation activities for 50-65 hectares in PBPA.

5. Environmental Monitoring:

- Monitor and report on environmental conditions affecting the nursery, such as weather patterns, pest infestations, and water quality.
- Implement measures to mitigate negative environmental impacts.

6. Community Engagement and Education:

- Assist in educational programs and workshops for the community on the importance of mangrove conservation.
- Guide and supervise volunteers and community members involved in nursery activities.

7. Reporting:

- Provide regular reports to the supervisor on the status of the nursery, including plant health, inventory levels, and any issues encountered.
- Contribute to the preparation of project progress reports and presentations.

8. Data Management:

- Ensure accurate and timely data collection, management, and analysis.
- Maintain a comprehensive database of mangrove-related information.

9. Assist the Mangrove Technician

- Support activities that the specialist requires, for example: field tours, meetings with key actors, etc.

4. DELIVERABLES

- A well-maintained nursery with healthy mangrove seedlings ready for transplantation.
- Monthly reports detailing nursery activities, seedling growth and health, inventory status, and any issues or incidents.
- A comprehensive inventory list updated bi-weekly.
- Documentation of environmental conditions and any mitigation measures taken.
- Successful engagement of community members in nursery activities, with records of participation and educational outcomes.

5. ACADEMIC AND PROFESSIONAL REQUIREMENTS

EDUCATION:

Minimum of a high school diploma; a degree or diploma in agriculture, horticulture, biology, environmental science, or a related field is preferred.

EXPERIENCE:

- At least 1 year of experience in nursery management, plant care, or a related field.
- Previous experience with mangrove or coastal plant species is highly desirable.

LANGUAGE:

English / Patois & Spanish is a must.

KNOWLEDGE AND SKILLS

- Strong knowledge of plant care techniques, including propagation, pest management, and fertilization.
- Ability to maintain detailed records and reports.
- Ability to work independently and as part of a team.
- Basic understanding of environmental monitoring and management practices.
- Good communication skills for community engagement and education.
- Physical fitness and ability to perform manual labor in outdoor conditions,
- Any other academic title that evidences their knowledge of the responsibilities to be assumed and tasks to be carried out.

KEY COMPETENCIES

- Attention to detail and strong observational skills.

- Ability to work independently and take initiative.
- Strong organizational and time-management skills.
- Commitment to environmental conservation and sustainable practices.

PLANIFICATION AND ORGANIZATION

- Identifies priority activities and assignments; adjust priorities as needed. Monitors and adjusts plans and actions as necessary, and uses time efficiently.
- Basic skill in handling Microsoft Office 365 computer programs (Word, Excel, Power Point), Teams, Zoom, Google Meet, among other programs.

OTHERS

Candidates must be available for field trips to the project sites in the country and to regional and international events when their participation is required.

EVALUATION CRITERIA

The performance of the two (2) Nursery Caretakers will be evaluated based on the quality and timeliness of deliverables, adherence to project objectives, and effective collaboration with team members and stakeholders.

CONTRACT TERMS

The positions is full-time with a 12 month contract, including a three-month trial period, renewable based on performance and project needs.

REMUNERATION

Compensation will be commensurate based on experience and qualifications.

APPLICATION PROCESS

Send the following documents to the email **gowiegeorgette1@gmail.com** addressed to Georgette Gowie, with copy to **jorge.ruiz@wetlands.org**

- 1. Updated resume**
- 2. A cover letter explaining their interest and qualifications for the position**
- 3. Contact information for at least two Technical/professional references**

In the subject: Nursery Caretaker (Jamaica)

Deadline for Application: October 05, 2024