



TERMS OF REFERENCE

SENIOR ADVISOR – ENVIRONMENTAL MONITORING, REMOTE SENSING & RESEARCH FEBRUARY 2026

BACKGROUND

NamPower is developing a 40 MW biomass power plant in Tsumeb, co-funded by the Namibian government, Agence Française de Développement (AFD), Mitigation Action Facility (MAF). The Otjikoto Biomass Power Station (OPBS) is conceptualised to source woody biomass from areas affected by bush encroachment within a 100km radius around the power plant, therewith aiming to contribute to land restoration.

In direct support of NamPower, a technical support Consortium comprising of Namibia Nature Foundation (NNF), Namibia Biomass Industry Group (N-BiG) and France based Innovation Energie Développement Consult (IED), implements activities that aim to maximise the environmental and social benefits of the power station project. Namibia Nature Foundation acts as the Consortium lead and runs a Project Management Unit. The Environmental and Social Support to the Otjikoto Biomass Power Plant (ESS-OBPS) is implemented between 2025 and 2029 (5 years) and comprises of the following Work Packages:

Work Package 1	Support to NamPower through independent experts (IED)
Work Package 2	Environmental Monitoring, Geographical Information Systems and Remote Sensing, Research (NNF)
Work Package 3	Capacity building and awareness raising of stakeholders (N-BiG)
Work Package 4	Bush harvesting models on group resettlement farms and communal lands to maximise positive social impact (IED)
Work Package 5	Project Management Unit for coordination, planning and reporting (NNF)

FUNCTIONAL RESPONSIBILITIES

The Senior Advisor – Environmental Monitoring, Remote Sensing & Research is responsible for the implementation of Work Package 2 and provides senior environmental expertise across the project. In this position the Senior Advisor closely works with the Research Coordinator of the NNF, who assists with the coordination of research activities within the same Work Package. Further staff under the same Work Package include a Specialist for Remote Sensing, and a Post Doc Researcher.

Work Package Leadership & Programme Management

- Lead and manage Work Package 2, including work planning, implementation and delivery of outputs
- Day-to-day management of WP2: activity planning, staffing, financial planning, tendering, contracting and expenditure monitoring
- Prepare technical inputs for regular reporting to NamPower, AFD, MAF, and FFEM, aligned with Consortium reporting structures



- Draft and oversee Terms of Reference for consultancies, including scope definition and technical specifications
- Supervise and quality-assure the work of consultants and technical service providers

Environmental Expertise & Mainstreaming

- Serve as lead environmental expert, providing environmental expertise across project components and directly to NamPower
- Lead design, oversight and consolidation, as well as implementation of the environmental and biodiversity monitoring and research framework
- Consolidate environmental impact monitoring results to assess the sustainability and rehabilitation outcomes of bush thinning interventions
- Supervise GIS/remote sensing activities; provide technical guidance where relevant
- Oversee validation of the GHG assessment and associated external review processes
- Conceptualise and guide development of the ash value chain and circular-economy research components
- Ensure knowledge products, data, analysis and reporting are aligned with consortium quality standards

Stakeholder & Consortium Coordination

- Work in close consultation with NamPower's Senior Environmentalist and SHEW Team
- Coordinate closely with MEFT and other relevant institutions and research partners
- Collaborate with the FSC Group Scheme Manager appointed by NamPower to ensure certification-aligned monitoring and safeguards
- Participate in consortium meetings, steering committees and technical working groups

EXPERTISE REQUIRED

- Master's degree in environmental sciences, ecology, natural resource management, or a related field
- Minimum of 10 years of relevant professional experience, preferably in biodiversity conservation, restoration ecology, environmental management, and Monitoring and Evaluation
- Proven project management experience, including managing donor-funded programmes and associated reporting requirements
- Strong knowledge of biodiversity monitoring and ecological assessment methodologies
- Working understanding of GIS/remote sensing approaches and tools
- Good knowledge of bush encroachment and restoration programmes
- Demonstrated ability to commission and manage technical studies and consultancies, incl. practical steps, such as drafting of ToR and overseeing contracting processes
- Excellent analytical, writing and technical reporting skills
- Strong stakeholder coordination skills, including government and research institutions
- Excellent English language skills; additional Namibian language skills will be an advantage

REPORTING

The Senior Advisor will report directly to the **ESS-OBPS Project Coordinator** at NNF, and work in close collaboration with NamPower's SHEW Team and Consortium partners



ADMINISTRATIVE INFORMATION

Indicative start date: February 2026

Contract duration: 3 years, in line with the project duration. Renewable subject to a project extension or assumption of other responsibilities in the organisation.

Duty station: Windhoek, Namibia, with travel to project sites in Otjozondjupa/Oshikoto and other regions as required

Remuneration aligned with NNF salary scales and qualifications

Applications to be submitted electronically. The application should include:

- A Curriculum Vitae describing previously accomplished work related to project management and environmental science/management;
- Cover letter with indication of availability;
- Copies of certified academic qualifications; and
- Relevant reference letters (i.e. link to above mentioned experiences required) from previous employers.

Previously disadvantaged Namibians, women, disabled persons, and youth are encouraged to apply for this position. Only short-listed applicants will be contacted and invited for interview and no documents will be returned.