



Program Manager - Moyen Baffing Offset Project

Republic of Guinea, West Africa

1. Introduction

In 2016, IFC invested in La Compagnie des Bauxites de Guinée (CBG) to fund the expansion of CBG's Sangarédi bauxite mine in the Boké region, western Guinea. In 2019, IFC provided an investment to the Guinea Alumina Corporation (GAC) to support development of the Sangarédi-GAC greenfield bauxite mine and integrated infrastructure development. This project is situated in the same region as the CBG mine.

Both mining concessions are situated in high biodiversity areas, where impacts to Western Chimpanzees (a Critically Endangered species on the IUCN Red List) have been predicted in relation to the mining activities. The two mining companies have each agreed to establish a biodiversity offset, as required by IFC Performance Standard (PS):6, to mitigate the impact on chimpanzees. The two companies have also jointly agreed to coordinate their efforts on this offset by establishing a single aggregated offset.

Following a nationwide search, and given Guinea's large existing chimpanzee population, GAC and CBG identified the Bafing river area (the Moyen Bafing) as the only area that could support a conservation project which could serve as a single offset for the above mining projects as well as other future investment projects with similar biodiversity impacts. This is considered a superior option to a series of fragmented conservation sites. The joint offset is thus a major contributor to the proposed Moyen Bafing National Park (MBNP).

These Terms of Reference are for appointment of a Program Manager to support both GAC and CBG in successfully implementing their commitments to achieve compliance with PS:6 via the biodiversity offset which forms part of the MBNP.

2. Project Background

The set-up phase for the project was initially defined as a 3-year work plan (2018 – 2020), however it has been acknowledged that this will need to be extended, likely until end of 2022. The work for this phase has been contracted to the Wild Chimpanzee Foundation (WCF), the leading chimpanzee research and conservation NGO in West Africa which is affiliated with both the International Union for the Conservation of Nature (IUCN) and the Max Planck Institute. WCF is working closely with l'Office Guinéen des Parcs et Réserves (OGPR), with OGPR staff seconded to WCF.

An Interim Technical Panel (ITP) has been established with members from IFC, Export Development Canada (EDC), a GAC co-lender, GAC, CBG, WCF, OGPR and The Biodiversity Consultancy (TBC). TBC are acting as the secretariat to the ITP. The ITP's mandate is to provide technical advice on environmental and social issues related to the project's set-up phase including recommendations on funding. The ITP's first meeting was convened in 2017 and the panel is expected to function at least until the MBNP is formally established. Currently the ITP meets on a monthly basis.

With IFC's support, GAC and CBG have been working to establish an implementing unit, l' Unité de Coopération de l'Offset Moyen-Bafing (UCOMB) to facilitate and manage the offset commitments made by the respective companies in an integrated manner. The Program Manager position will involve managing UCOMB (currently includes 2 individuals) who reports to an Oversight Committee (OC) which includes representatives from GAC, CBG and IFC. The Boston Consulting Group (BCG) was previously commissioned by the companies to support development of UCOMB's governance structure and operating principles.

3. Location

Guinea (Western Africa): Significant time will be spent in Labe which is in proximity to the national park. In addition, there will be a need to work in Kamsar (port city and mining camp), Tinguilinta/Sangredi (GAC and CBG mining camps) and Conakry (capital city). It is expected that most of the time will be spent in Labe.

4. Responsibilities

Primary responsibility:

- Define and manage the joint CBG/GAC offset program, support successful completion of the setup phase on time and within budget, facilitate transition of the project into the operational phase, and provide oversight during the latter phase for both GAC and CBG.

Specific responsibilities:

- Report to the UCOMB OC on project progress;
- Manage the interface with WCF and other stakeholders including government, IFC and IUCN;
- Report to GAC (Guinea) and EGA (Dubai) Boards on project progress;
- Manage the process to update the offset strategy in relation to MBNP;
- Represent the joint offset externally;
- Support establishment of the appropriate governance structure for the offset activities;
- Recommend transparent and independent selection of partners to execute offset activities;
- Manage the work of consultants including WCF as a set-up Implementing Organization, and TBC as ITP Secretariat and technical advisor;
- Undertake budgeting and oversee auditing of spending to ensure that this is accordance with overall project budget, and is compliant with GAC and CBG's agreement with the lenders;
- Ensure that the ITP recommendations are transmitted to WCF and GAC/CBG and follow-up on their implementation;
- Lead the transition to the operational phase and similarly provide oversight for GAC and CBG for this phase including: i) oversee the auditing of spending with regards to the offset management plans; ii) development of annual offset management plan status report; and iii) support management of the project with regards to offset management plan issues and status;
- Provide oversight on behalf of GAC and CBG for the operational phase;
- Build collaboration between CAG and CBG on protection of the chimps onsite; and
- Provide leadership to UCOMB and maximize efficiency of the unit.

5. Profile

This is a very hands-on role and requires an individual with energy, resilience and an entrepreneurial approach. The selected candidate will have resilience to navigate challenges associated with working in developing countries and be fully committed to taking on a significant task that will play a leading role in the conservation of the Western Chimpanzee in Africa and thus a key global biodiversity initiative. Specific attributes include:

- Positive can-do attitude and self-motivation are essential;
- 100% execution-minded;
- Fluent in English and French, written and oral;
- Excellent communication and negotiation skills; and
- Capacity to manage conflicts rationally.

6. Qualification

- Fifteen years of project management experience, including in stakeholder settings;
- Experience in West Africa and Guinea or equivalent contexts required, including deep understanding of the socio-cultural and political context;
- Experience with one or more of the following is preferred: Protected area management; community-based natural resource management; biodiversity offsets; IFC-aligned biodiversity management practices and policies; Government engagement and capacity building; NGO or other not-for-profit organizations experience. Note: Experience in these areas is not a pre-requisite to apply for the position; and
- Demonstrated passion for biodiversity and social impact management.

7. Additional project information

<https://www.un-grasp.org/guinea-approves-creation-of-largest-sanctuary-for-the-west-african-chimpanzee/>

<https://www.wildchimps.org/projects/creation-of-protected-areas.html>

<https://www.youtube.com/watch?v=1OxENNcgG50>