

Job Description

Direction: PIIM and Human rights Department

Job title

Project Induced In-Migration (PIIM) and Human Rights Coordinator, Uganda

Situation in organization (enclose a copy of your organization chart)

N+1: This position is under Deputy Managing Director in EACOP Uganda, Report as well to the PIIM and Human Rights Manager based in Tanzania.

Job dimensions

EACOP is looking to recruit a Project Induced In-migration (PIIM) and Human Rights Coordinator in Uganda. As PIIM and Human Rights Coordinator, you will be responsible for supporting the Project to adhere to the United Nations Guiding Principles on Business and Human Rights and to prevent and mitigate any PIIM. You will organize and coordinate the implementation of company led management measures for both PIIM prevention and management and respect for Human Rights to ensure implementation of avoidance and mitigation measures during the construction process.

The job clearly influences the following:

- Pro-actively promote awareness and understanding of Project development, local and regional planned and induced development pathways, project-induced in-migration and respect of Human rights in Business.
- Participate in stakeholder engagement to serve as a focal point for participation, coordination and collaboration in:
 - development planning and avoidance, minimization and/or mitigation of potential negative impacts associated with PIIM.
 - Awareness of human rights in business

Activities

In relation to PIIM prevention and management, you will:

- Manage implementation of agreed Project Induced In-migration Management Plan
- Build relations with District and Regional government and relevant ministries to ensure awareness and understanding of PIIM and promote timely government leadership in addressing PIIM issues
- Build relations with the donor and development assistance community to promote coordination and collaboration in the delivery of PIIM related program assistance
- Define relevant Scopes of Work, identify and contract potential implementation partners to deliver key programs
- Coordinate and collaborate with Social Investment function and colleagues to promote integrated approach to addressing development issues associated with the project and developing a project social license to operate/project enabling environment
- Build appropriate framework for monitoring population and development indicators that inform Project of evolving social dynamic on a timely basis.
- Coordinate and collaborate with Project team and Land & Social teams in PIIM assessment, roles, and responsibilities in PIIM management.

In relation to respect for Human Rights, you will:

- Be the focal point for the creation of the Project Human Rights Working Group to oversee the Project's ongoing human rights due diligence, acting as the Working Group secretary ensuring decisions are documented and monitoring implementation
- Ensure adequate systems, tools and processes are in place to appropriately monitor PIIM and the implementation of Human Rights mitigation measures activities across the Project in Tanzania
- Ensure that PIIM and Human Rights reporting as required by the Company Social Management Plan, Human Rights Impact Assessment and ESIA, are fully integrated into Social department reporting

Context and environment

- Ongoing coordination with other functions within EACOP (Land and Social Department, Project team)
- Active coordination with local government authorities, private sector and CSOs regarding regional development and Respect of Human rights in Business
- Promote discussions among different stakeholders regarding regional development planning and Human Rights in Business
- Ability to frequently rove in the different hotspot locations identified in the PIIM Situation Analysis report
- Constant update on political, socio-economic and cultural context

Qualifications/Experience required

- University degree in Social Sciences or other relevant areas (e.g. Agriculture, Sociology, Rural Development, Law, Agronomy, Community Development, etc.). A Post-graduate qualification is an added advantage.
- A minimum of 10 years professional experience in linear construction and extractives industry including at least 5 years' experience of PIIM/ human rights and human rights security related compliance in the development field, preferably in one or more areas of PIIM focus including spatial planning, urban planning, community health and/or community capacity building for Human Rights. Knowledge of international environmental and social standards particularly the IFC Performance Standards, the UN Guiding Principles on Business and Human Rights and international good practice are an added advantage.
- Experience of regular interfaces with and undertaking of field oversight in implementation of human rights/Labour rights/PIIM management measures and project commitments.
- Excellent communication skills with a proven ability to develop and maintain good relations with stakeholders including government authorities, local communities, industry partners, CSOs/NGOs and international organizations
- Negotiation and conflict management skills
- Excellent computer; report writing and analytical skills