

Practical ACTION

Job profile

Climate Resilience-DRR Lead - AFRICA

LOCATION	Based in a country where Practical Action has an established office in Africa, including Kenya, Rwanda, Senegal, or Zimbabwe (with possibility for regular regional travel and occasional international travel).
REPORTS TO	TBA
GRADE LEVEL	6
CONTRACT TYPE	Fixed
DIRECT REPORTS	None
RELATIONSHIPS	Internal: Country Office teams, Global Energy and Agriculture teams, Policy & Advocacy, Fundraising, MEL, Communications. External: Donors, NGOs, private sector actors, government agencies, consultants, and global/regional networks.

Purpose of the Role

Provides strategic and technical leadership to advance climate resilience across Africa, with a particular focus on East, West and Southern Africa regions. The role focuses on coordinating the implementation of Practical Action Climate Resilience strategy for Africa, ranging from country strategies to delivery of inclusive, locally led, and climate-resilient programme interventions that strengthen livelihoods, systems, and institutions. It combines programme leadership, partnerships, influencing, and business development to drive impact at scale.

Key Responsibilities

Strategic Leadership

- Lead the development and implementation of the regional climate resilience/ Disaster Risk Reduction strategy.
- Ensure integration of climate resilience across all programmes (e.g., agriculture, energy, Waste management).
- Embed gender equality, social inclusion, and locally led development across all work.
- Align country programmes with organizational and global strategies.

Capacity Strengthening for Programming & Technical Support

- Provide thought leadership to teams on the design of high-quality, scalable resilience programmes
- In co-ordination with other climate resilience experts across Practical Actions global programme, advise and build capacity in our teams and partners on:
 - Climate risk and vulnerability analysis
 - Adaptation governance and finance
 - Multi-Hazard Early Warning systems and early action.
 - Community-based Disaster risk reduction (DRR)/ Locally-led Adaptation (LLA) methods – in particular the Climate Resilience Measurement for Communities approach (CRMC).
 - Systems analysis, theory of change development,
 - Innovative climate-smart interventions design – including ecosystem-based adaptation/DRR services.
- In coordination with the global climate resilience team, agree and roll out tools, guidance, and training materials to be adapted or developed for local contexts
- Support staff development through coaching and mentoring.

Community Resilience & Localisation

Partnerships, Policy & Influence

- Build strategic partnerships with local & National Governments, NGOs, research institutions, and donors, representing Practical Action in relevant regional and global forums.
- Lead or support policy engagement and advocacy on climate resilience.
- Translate programme evidence into influencing and policy outputs. Specifically champion the need for:
 - inclusive community-led and participatory approaches to resilience.
 - Strengthened governance and capacities of local partners and institutions.
 - Inclusive early warning systems and anticipatory action approaches.

Evidence based Influence, Knowledge Management and learning:

- In coordination with global approaches, ensure Africa teams contribute to knowledge management and M+E and learning initiatives related to climate resilience.
- Promote cross-country learning and best practice sharing, documentation of impact, lessons learned, and evidence.
- Ensure all countries have an influence strategy and knowledge plan for climate resilience – linked to national Theories of Change
- Support communications and storytelling on programme impact.

Business Development & Fundraising

- Identify and pursue funding opportunities.
- Lead and contribute to proposal development.
- Position the organisation with funders as a leader in climate resilience programming.

Person Specification

- Master's degree in Climate Change, Environmental Science, Development Studies, Agriculture, or a related field.
- Experience with climate change adaptation, disaster risk reduction and mitigation finance is an added advantage.
- Minimum of 5 years' experience in climate resilience, adaptation, or related fields.
- Proven experience in designing and managing inclusive community-based resilience programmes.
- Experience working across multiple African countries, with a strong understanding of regional climate risk profiles.
- Experience working in Fragile contexts is desirable
- Demonstrated experience engaging with governments, donors, and civil society organizations.
- Strong track record in business development and fundraising.
- Experience conducting, analyzing, and producing evidence-based action research for policy influencing.
- Strong understanding of global and regional policy frameworks and programmes on climate adaptation, resilience, and Disaster Risk Reduction (DRR).
- Strong analytical and problem-solving skills.
- Excellent verbal and written communication skills.
- Ability to communicate in additional African working languages other than English is a distinct advantage.
- Strong strategic thinking and systems analysis capabilities.
- Ability to design integrated, community-centered programmes.

Competencies

- Proven leadership and team management abilities.
- Strong partnership-building and stakeholder engagement.
- Ability to work collaboratively across diverse cultural and regional contexts.
- Capacity to influence policy and drive strategic programme development.
- Results-oriented with the ability to manage complex programmes and priorities effectively

Safeguarding Commitment

Practical Action is fully committed to preventing all forms of abuse, exploitation, and harm to children and vulnerable adults. All employees are expected to:

- Uphold and model the highest standards of behavior and integrity in line with the organization's Safeguarding Policy.
- Promote a culture of awareness, prevention, and zero tolerance for harm.
- Report any safeguarding concerns through the appropriate channels promptly.
- Participate in regular safeguarding training and meet all related compliance requirements.

All employees are expected to embody and promote Practical Action's values:

- **People-centered:** We prioritize fairness, accessibility, dignity, and respect for all – from colleagues and communities to supporters and stakeholders.
- **Impact-driven:** We are motivated by the desire to create **lasting, meaningful change** for the people and communities we serve.
- **Transparent:** We act with **honesty, integrity, and strong ethics**, fostering mutual trust and upholding the highest standards.
- **Innovative:** We champion **curiosity, learning, and fresh thinking**, drawing on local knowledge to deliver global impact.
- **Resilient:** We face challenges with determination and adaptability, committed to learning and evolving in pursuit of **sustainable development**.

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