

As an international cooperation enterprise with worldwide operations, the German government-owned Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH operates on behalf of German ministries, the governments of other countries and international clients to provide tailor-made, cost-efficient and effective services for sustainable development. With over 60 years of experience implementing projects in Thailand, GIZ provides policy and technical advice on various topics and sectors relating to Thailand's reform process, including: climate policy, sustainable economic development, and sustainable agriculture.

We are looking for an **Environmental and Social Safeguards (ESS) Specialist** to coordinate all ESS processes within the project “**Thai Rice: Strengthening Climate-Smart Rice Farming**”, to be implemented by GIZ with four executing entities. The Green Climate Fund (GCF) has approved a 38-million euro grant contribution towards the project. The co-financing is provided by Thai public sector partners, and executing entities, including the Thai Rice Department, the Bank for Agriculture and Agricultural Cooperatives (BAAC), the Office of Natural Resources and Environmental Planning (ONEP), and the International Rice Research Institute (IRRI). The project is supported by the German Federal Ministry for Economic Cooperation and Development (BMZ) and international private sector partners. Further information: <https://www.greenclimate.fund/project/fp214>.

Thai Rice GCF: Strengthening Climate-Smart Rice Farming

Rice is Thailand's most important food crop, accounting for roughly half of agricultural land and employing 18 million smallholder farmers. Rice farmers are among the poorest occupational groups in Thailand. They are extremely vulnerable to climate change: rice farming is a water-intensive and temperature-sensitive activity conducted in a climate that is becoming increasingly characterised by longer dry spells and higher temperatures. At the same time, rice farming is a significant contributor to greenhouse gas emissions. Smallholder farmers have limited capacity to adapt, given their small farm sizes and low incomes, and their limited access to technical assistance, markets and credit.

The “Thai Rice: Strengthening Climate-Smart Rice Farming” project aims to promote low-emission and climate-resilient rice farming. It aims to benefit more than 250,000 smallholder farmers – strengthening their yields, livelihoods, food security, and ability to cope with climate risks. It also has potential to mitigate 2.4 million tonnes of CO₂ equivalent. The project follows a bottoms-up logic: empower vulnerable smallholder farmers to make improved decisions in the face of climate change and scale access to climate-smart farming technologies. Policy-makers will be supported with technical assistance, monitoring tools, and organizational support to achieve a more ‘joined up’ institutional and policy environment for climate-smart rice. Governments across the region will benefit through knowledge sharing and peer-to-peer learning.

Job highlights:

- Job with purpose: Work for a paradigm shift in Thai rice farming to achieve ambitious climate targets
- Pioneering topics: Enable efficiency and compliance for ambitious impact
- Dynamic team: Join an international and dedicated team

Tasks and responsibilities:

The ESS Specialist will lead the development and implementation of an effective *Environmental and Social Safeguards (ESS) Management and Monitoring System* to manage environmental and social risks and impacts effectively and equitably. S/he will serve as focal point, coordinator, and resource person for all ESS processes within the project and will ensure the delivery of all ESS-related outputs.

The **Environmental and Social Safeguards (ESS) Specialist** will carry out the following tasks:

Responsibilities

- Establish and operationalize the project's *Environmental and Social Safeguards Management and Monitoring System*, to include:
 - a procedure for identifying and updating of risks, impacts, and mitigation measures;
 - active monitoring and assessment of effectiveness of each mitigation measure;
 - ensuring that all requirements of the project, the GIZ and the GCF are met in the *Environmental and Social Safeguards Management and Monitoring System* database and/or in the project monitoring (M&E) system;
 - preparation of update reports; and
 - participation in risk dialogues.
- Provide management and overall guidance of the Environmental and Social Safeguards Management (ESM) team¹, to include:
 - defining capacity needs for ESM team and project staff;
 - providing (or organizing) on-the-job capacity building to address gaps;
 - planning ESS measures to be implemented by each team member within his/her organization and in the project activities to be implemented by his/her organization;
 - supporting the integration of safeguards tools in project activities;
 - reporting by ESM team members to the ESS Specialist on progress of implementation.
- Initiate, lead, implement, and monitor the:
 - Environmental and Social Management Plan (ESMP) and Environmental and Social Management Framework (ESMF);
 - Gender Action Plan (GAP);
 - Stakeholder Engagement Plan (SEP), including updating prior stakeholder identification, analysis, and mapping;
 - Grievance Redress Mechanisms (GRM); and
 - procedures for sexual exploitation, abuse and harassment (SEAH)-related grievances.
- Liaison with the GIZ and the Project Steering Committee for strategic advice on ESS matters.
- Participate in a proactive way in the prevention and resolution of conflict.

Qualifications:

- Master's Degree in a relevant field
- Knowledge and experience in safeguards management
- Experience working with development projects
- Proven work experience with government agencies, local communities and NGOs
- Experience in community outreach and participatory approaches
- Experience coordinating field teams
- Strong background in Information Management
- Excellent communication and interpersonal skills
- Fluent command of Thai and English both spoken and written is absolutely required
- Excellent command of MS Office package (Word, Excel and PowerPoint) and Microsoft Teams
- Thai nationality only

¹ The ESM team will comprise ESS Focal Points nominated by the five executing entities (EEs) of the project and will be led by the ESS Manager.

Personal attributes and competencies:

- Self-motivated, flexible and resourceful
- Good organizational and conceptualization skill
- Hands-on mentality and detail-oriented work ethics
- Ability to work independently and in a team
- Ability to work under time pressure and meet deadlines with strong attention to consistency, detail, and quality
- Interest and desire to work in a cross-cultural context, climate change mitigation and adaptation and sustainable agriculture value chains.
- Ability to work with several partners and actors.

Duty station and timeframe:

The position will be based in Bangkok and will report to the Deputy Project Director in GIZ Thailand. This will be a fixed-term contract, starting as soon as possible and running until 30 September 2025, with possibility for extension.

Please carefully read this announcement and **submit a CV** to aronratt.soontonbura@giz.de.

The **deadline for applications is 15 June 2024**. Only shortlisted candidates will be contacted.

GIZ Thailand is an equal opportunity employer and actively encourages gender diversity within the company and operations.

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<https://www.giz.de/en/html/index.html>

<https://www.youtube.com/channel/UCeyVDmQIGbPvI5Ccob91JQ>

<https://www.youtube.com/user/GIZonlineTV>