



for a living planet®

TERMS OF REFERENCE FOR RUVUMA LANDSCAPE STAFF TEAM BUILDING FACILITATOR

ABOUT THE ORGANISATION

WWF Tanzania envisions that, by 2030, the natural wealth and biodiversity of the country will be sustained, supporting the well-being of local communities and national economic development. WWF Tanzania's programmes and priorities are guided and based on her Conservation Strategic Plan (2021-2025). This strategic plan is based on an integrated landscape approach as an opportunity to reverse the drivers of biodiversity loss with interventions that secure key species and habitats and improve the livelihoods of natural resources dependent communities. The plan is aligned to and delivers on a number of international commitments that Tanzania is a signatory including 2030 Sustainable Development Goals (SDGs), Convention on Biological Diversity (CBD), UN Framework Convention on Climate Change (UNFCCC), Paris Climate Agreement, AFR100 under the Bonn Challenge and UN-Decade on Ecosystem Restoration. The plan also delivers on the various national sectoral policies, legislations and strategies including wildlife, water, marine, forests, sustainable energy, agriculture, livestock and climate change adaptation and mitigation as well as regional agreements, policies and strategies through East Africa Community (EAC) and Southern Africa Development Community (SADC). The focus is on four conservation priority areas including the Ruvuma Trans-boundary Landscape between Tanzania and Mozambique (Niassa-Selous Ecosystem); Water Towers Landscape; SOKNOT (Southern Kenya Northern Tanzania) Trans-boundary Landscape and the RUMAKI Plus Seascape. Thematic conservation focus includes forests, freshwater, food and sustainable agriculture, wildlife, oceans, and climate change and energy. Each of these three terrestrial landscapes and one seascape has its own goal, targets and objectives.

ABOUT THE RUVUMA LANDSCAPE

The WWF Ruvuma Landscape is a vast transboundary ecosystem covering approximately 370,000 km² across southern Tanzania and northern Mozambique. Home to more than 8 million people, the landscape supports diverse communities, including the Ngoni, Matengo, Yao, Manda, Ndendeule, and Ngindo ethnic groups. The region plays a critical role in sustaining livelihoods through subsistence agriculture, livestock rearing, fishing, and small-scale trade and crafts. Crops such as maize, cassava, tobacco, and cashew nuts are widely cultivated, forming the backbone of local economies.

Ecologically, Ruvuma landscape is one of Africa's richest biodiversity hotspots, characterized by extensive miombo woodlands and a wide array of flora and fauna. The landscape hosts over 2,000 plant species, more than 430 bird species, and around 60 mammal species, including iconic wildlife such as African elephants, lions, leopards, and African wild dogs. It serves as a critical ecological corridor linking major protected areas like Nyerere National Park, Selous Game Reserve in Tanzania and Niassa Reserve in Mozambique, making it vital for migratory species and regional conservation efforts.

Despite its ecological and cultural significance, the Ruvuma Landscape faces pressing challenges. Human-wildlife conflict is a growing concern, with incidents of crop damage and livestock predation straining community relations. In addition, deforestation, poaching, illegal logging, and unsustainable land use continue to degrade habitats. Emerging threats from climate change, commercial agriculture, and mining activities further compound pressures on both people and biodiversity. In response, WWF and partners are working to promote community-based conservation, sustainable development, and cross-border collaboration to protect this globally important landscape.

WWF TANZANIA'S IDENTITIES

Our Vision: That the natural wealth and biodiversity of the country is sustained, supporting the well-being of local communities and national economic development.

Our Mission: To halt natural resources degradation and biodiversity loss in WWF Tanzania's priority landscapes and seascape by securing habitats and species, promoting nature-based solutions and sustainable production practices for harmonious co-existence between people and nature.

Our Core Values

- **Courage:** We demonstrate courage through our actions, we work for change where it's needed, and we inspire people and institutions to tackle the greatest threats to nature and the future of the planet, which is our home.
- **Integrity:** We live the principles we call on others to meet. We act with integrity, accountability and transparency, and we rely on facts and science to guide us and to ensure that we learn and evolve.
- **Respect:** We honour the voices and knowledge of people and communities that we serve, and we work to secure their rights to a sustainable future.
- **Collaboration:** We deliver impact at the scale of the challenges we face through the power of collective action and innovation.

OBJECTIVES OF THE ASSIGNMENT

- To facilitate team building and reflection that improves RUVUMA Landscape staff motivation and communication.
- Promote teamwork for purposes of boosting team performance and collaboration and fostering innovation and creativity, and improving socialization within the team.

SCOPE OF SERVICES

- To facilitate and moderate a team-building process that will improve both horizontal and vertical communication within RUVUMA Landscape. The team-building programme should be creatively organized to include sessions aimed at helping the staff to identify the interrelationship between the organization and individual work plans that ensure the optimal delivery of the programme outputs, better communication, and enhanced teamwork.
- To facilitate and moderate team-building exercises (indoor and outdoor)
- To enhance team cohesion through discourse and activities.

- Promote socialization among staff and management.
- Facilitate discussions or reflections on what went well and what things did go well and why, and how the organisation can do things differently to bring about impact in the community.
- Share practical experience, knowledge and ideas (a room to learn)

MAIN ACTIVITIES AND DELIVERABLES

- To design, facilitate and moderate a team-building process that will improve both horizontal and vertical communication within RUVUMA Landscape. The team-building program should be creatively organized to include activities aimed at building a strong team spirit, collaboration, and engagement among all RUVUMA Landscape staff.
- Deliver interactive and engaging outdoor team building exercise(s) for a group of 15-20 Staff.
- Develop a detailed proposal of the exercises, in close consultation with WWF Head of People & Culture (HR)
- Lead the design of activities and exercises aimed at strengthening and encouraging belonging, trust, and sense of team.
- Lead all discussion/reflections for the better of RUVUMA Landscape
- Customize team building plan clearly articulating the objectives of the team building exercise.
- Prepare interactive and flexible facilitation tools and material aids for brainstorming prepared prior to the retreat.
- Lead the design and develop the agenda of the teambuilding retreat, in consultation with the WWF Head of People & Culture (HR) and based on preliminary findings from interviews.
- Facilitated the retreat, including developing activities and exercises aimed at strengthening and encouraging efficient and effective communication, team building, knowledge and information sharing.

EXPECTED RESULTS:

- Successful facilitation of an interactive team-building activities and exercises as evaluated.
- Advise management before the teambuilding retreat on the preliminary findings of the assessment and proposed strategic adjustments.
- Write a final retreat report that includes the results of the assessment of team dynamics, identifies strengths and weaknesses in communication and collaboration within the team and recommends how to build on strengths and address weaknesses.

DURATION OF THE ASSIGNMENT

2 days – from 23th May – 25th May 2025, in Mtwara, Tanzania.

QUALIFICATIONS AND EXPERIENCE REQUIRED

- At least 5 years of relevant work experience, with a focus on facilitating meetings or workshops for other international, regional, or bilateral development organizations.
- Expertise in designing and implementing a wide range of interactive methods to strengthen teams and improve communication in the workplace.
- Cultural sensitivity and experience moderating meetings of culturally diverse and

international groups.

- Master's degree or equivalent in Social Sciences, Development, Communications, and/or relevant field required.
- The facilitator (one facilitator) has to bring his/her CV, Technical proposal telling his/her experience with some organizations in which he/she facilitated staff retreats. Also, Financial proposal.

Language: English and Swahili

Send your application: Email: rkakumbula@wwftz.org cc'ng
ympagama@wwftz.org

Deadline of submission: 16th /05/2025, midnight