

Job Description

JOB TITLE:

SOCIAL HEAD – Uganda Branch

POSITION IN THE ORGANISATION

Reports to : Land and Social Manager

Direct subordinates (number): 6

Staff managed (number) : 16

MISSIONS / JOB DIMENSIONS

The East African Crude Oil Pipeline (EACOP) project is a major regional infrastructure project (Capex: 4.1 G\$, OPEX:>2.5G\$ over 25 years) between Uganda and Tanzania coast, opening a new value corridor between the two countries. The EACOP project development comprises of the detailed engineering, construction, operation and maintenance of the corresponding facilities.

The project anticipates the mobilization of ~8,000 to 10,000 personnel across the various construction sites.

The Social Head is in charge of the development, implementation, monitoring and reporting of EACOP Uganda Social Management plans and of its Stakeholder engagement activities.

ACTIVITIES

Manage the social performance activities of EACOP Uganda namely

- The definition of budgets, schedule and administrative aspects of the social performance unit ;
- The alignment of the social performance activities with the International Finance Corporation (IFC) Performance standards (PS), Uganda regulatory framework and EACOP Company Management system ;
- The recruitment and coordination of a team of social practitioners towards the completion of agreed objectives and schedule : Stakeholder Engagement (SE) coordinator, SE Monitoring and Evaluation Coordinator, Social Management Plan Monitoring and Evaluation Coordinator, Grievance and Borealis Coordinator, Project Induced In migration coordinator and a team of Community Liaison Officers (up to 10) ;
- The development, implementation and monitoring of the social management plans and contractor control plans in collaboration with the Tanzanian Social team ;
- The definition and implementation of EACOP Uganda stakeholder engagement plan from the definition of plan to its monitoring and reporting (Borealis) with a specific focus on women participation ;
- The development, implementation and reporting of the grievance mechanism ;
- The compliance of the social performance team field work with EACOP Uganda HSE rules and regulations ;
- The reporting to the Lenders Environmental and Social consultants for all social performance related matters ;
- The engagement with Uganda relevant authorities (Petroleum Authority of Uganda, Ministry of Energy and Minerals Development for all social performance related topics...) ;
- The presentation of the Social Performance Unit achievements, schedule and progress to EACOP Management at the occasion of the Land and Societal Steering Committee meetings ;
- The definition of the scopes and contracts to be presented EACOP Uganda Contract Committee ;
- Training and coaching of the social performance team.

CONTEXT AND ENVIRONMENT

The job holder works under the supervision of EACOP Uganda Land and Social Manager. She/he works closely with the RAP implementation Head and Livelihood Implementation Head. She/he is in contact with EACOP Uganda Contracts & Procurement for all social performance contracts. The job holder shall observe and follow EACOP business compliance aspects especially as it relates to the strict confidentiality requirements when interfacing with government entities or partners. The job holder is also accountable for demonstrating an exemplary behavior with regard to HSE rules & requirements and for implementing and controlling HSE rules for all planning related activities. She/he shall be positioned in EACOP Kampala Office.

ACCOUNTABILITIES

- Ensure that Social Performance unit activities and deliverables are aligned with IFC Ps and compliant with Uganda regulatory framework and EACOP Company Management System
- Deploy social performance activities and deliverables in line with EACOP Uganda operational schedule
- Ensure that Lenders Independent Environmental and Social Consultants' key issues are addressed in a timely manner
- Deliver, implement and monitor EACOP Uganda Social Management plans and Contractor Control Plans
- Ensure EACOP Uganda stakeholder engagement activities efficiency with a specific focus on women's participation
- Ensure all field activities are done in compliance with EACOP Uganda HSE rules and regulations

QUALIFICATIONS AND REQUIRED EXPERIENCE

Professional experience: Minimum of 15 years professional experience in social performance management including in management and leadership roles required. A minimum of 10 years' experience in the extractives industry required. Experience of working on investor financed industrial projects (IFC PS) and application of the compliance requirements required. Professional experience at an international level including in challenging social contexts required.

Technical competencies: Excellent communication skills with a proven ability to develop and maintain good relations with stakeholders. Negotiation and conflict management skills. Proven ability to mentor, coach and manage teams required

Behavioral competencies: Proven ability to multitask, work independently, manage significant workload and competing demands whilst meeting deadlines. Excellent computer; report writing and analytical skill.

Fluent in English (speaking, writing)