

Job Advert- Project Social Coordinator

JOB TITLE: SOCIAL COORDINATOR UGANDA

EACOP – Lot 1 Social Coordinator Uganda

Reports to: N+1 Social Head Manager, N+2 Project Social Manager

Direct subordinates (number): 4 Community Relations Supervisors

East African Crude Oil Pipeline (EACOP) project will establish a Special Purpose Vehicle (“PipeCo”), which will build, own, and operate the EACOP system. PipeCo will be established on OPCO type model with representatives of both Uganda and Tanzania states as well as shareholders.

MISSIONS/JOB DIMENSIONS

The East African Crude Oil Pipeline (EACOP) project is a major regional infrastructure project (Capex: 3.6 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 to externally financed project requirements.

The EACOP Project System comprises a 95-kilometre Feeder Line transporting heated crude oil alongside Lake Albert from the Tilenga Central Processing Facility (CPF) where it joins the EACOP Project System at the Kabaale Hub Pump Station (PS-1) and continues 296km east across Uganda to the Uganda border and a further 1,147 km across Uganda to the Marine Storage Terminal and Jetty offloading facility at Tanga on the East African coastline of Uganda. Construction of the EACOP Project System requires international EPC Contractors to engineer and construct the EACOP system; numerous national and international Contractors directly and sub-contracted to the Main Contractors to deliver Early Civil Works; Transportation and Logistics, and an international consortia to construct, operate and decommission a Thermal Installation System (pipe coating facility) at KP701 required to deliver the EACOP System to Host Government including national content requirements, EACOP Ltd Shareholder, and external financing standards. Project delivery involves audit, assurance, and oversight of EACOP and TotalEnergies Exploration and Production Uganda (TEPU) Tilenga Feeder Line construction Contractor social performance.

The EACOP Project Team comprises Shareholder secondees and national and international contractor workforce to deliver the EACOP System. Within the Project H3SE Team, the Project Social organisation comprises office and field-based resources reporting to the Project Social Manager. The Project Construction methodology requires concurrent work activities in multiple locations in Uganda requiring resources and interfacing with a broad range of internal and external stakeholders involved and in/directly affected by EACOP System construction. The field-based Lot 1 Social Coordinator Community Relations Supervisor (CRS) will be based in Contractor construction camps and report to the Lot 1 Social Coordinator. The Social Coordinator is responsible for coordination and technical guidance of the field-based CRS and are responsible for the direct interface with respective Pipeline

and AGI Lot Managers and Site Managers located within the Lot footprint regarding Contractor social performance.

ACTIVITIES

- Represents Lot specific Contractor Social Performance updates, assurance, non-conformances, and Project related grievances to respective Project Construction leadership.
- Keep Lot and Package Managers informed on elevated PAC concerns, issues and grievances arising from Contractor activities and the plans for issue resolution or remedy.
- Coordinates CRS assurance, reporting and grievance / issue tracking aspects of the Project's social management system and Project Audit, Assurance and Oversight responsibilities.
- Receives, reviews, consolidates, and reports outcomes of Project and Contractor social performance assurance.
- Monitors quality, accuracy, completeness and frequency of Project and Contractor social performance assurance and identifies opportunities for continuous improvement.
- Contributes technical social guidance to Project CRS, Contractor counterparts and Construction leadership.
- Periodically audits and provides oversight to support CRS social assurance and Contractor self-assessment.
- Tracks CRS adherence to the agreed Project social assurance and reporting schedules according to EACOP Project Social Assurance Procedure.
- Extrapolates, analyses, and consolidates Project and Contractor social performance data for internal and external performance reporting.
- Prepares and delivers Project social performance inductions, awareness raising and training to Project and Contractor resources including on EACOP Social Contractor Control Plans/ ESMP and grievance mechanisms.
- Prepare and lead coaching and training sessions for CRS and in collaboration with Tanzania counterparts to support field-team development. Coordinate CRS rotational schedules to ensure full time coverage at all work sites/Project-required interfaces.
- Support and facilitate introductions between consultant Cultural Heritage monitors to Site Managers, Contractor Site Representatives, Project Affected Communities (PAC) to deliver EACOP cultural heritage management plan commitments.
- Attends NGO workshops to communicate Project and Contractor social performance updates.
- Interfaces with EACOP and TEPU Company teams to identify and address cross cutting social management issues and stakeholder engagement activities requiring coordination and collaboration.
- Interfaces with EACOP Security, Communications, PIIM and Human Rights, Environmental/Biodiversity, Health and Safety, Regulatory and Permitting, Road Safety

consultant teams, and National/Local Content teams on Project messaging and Contractor guidance.

- Tracks Contractor Project-related community grievance management performance.
- Understands the role of the Project Team, Project activities and the Contractor scope of work including execution methodologies, social risks and impacts associated with Contractor scope delivery, and Contractor Organisation structure (particular attention to Contractor Social Team roles & responsibilities).
- Is familiar with the suite of EACOP risk and impact assessments and situation analyses undertaken to date and understands the Project (social and community-based) risk profile and maintains awareness of the evolving (social) risk profile as the Project progresses.
- Understands EACOP minimum requirements for Contractor social performance as defined in the relevant EACOP Contractor Control Plans (CCP) and other relevant (social) performance guidance and expectations of Contractors to inform assurance of Contractor social performance.
- Develops a good working relationship with the Contractor Social Teams on site.
- As relevant, reviews and provide inputs to Contractor Implementation Plans and Procedures (CIPP), incorporating lessons learned and good practice processes and procedures developed during Contractor continuous improvement efforts.
- Supports Contractor engagement activities with PAC according to construction activity requirements and ensures stakeholders are fully aware of when construction teams will start working in the area.
- Observes and aligns Contractor engagement planning and message development to minimise PAC engagement fatigue, overlap and inconsistent messaging.

CONTEXT AND ENVIRONMENT

Social Coordinators receive all routine site-based social performance reporting, CRS' Contractor social assurance outputs and supporting data and are responsible for collating and consolidation of Project and Contractor social performance oversight outcomes into Project H3SE reporting mechanisms. Social Coordinators track and review Contractor social performance self- assessment data and reporting, identifying anomalies and providing guidance to CRS and Contractor Social counterparts regarding Contractor Self-Assessment and CRS assurance outcomes for internal and where relevant external reporting responsibilities. Social Coordinators validate and support tracking Contractor social non-conformances raised and implementation of Corrective Actions to closure. Social Coordinators observe and actively track Project related grievances to closure in support of the EACOP Grievance Management Procedure.

Social Coordinators attend Project and Contractor weekly meetings to communicate social performance status, trending issues for elevation and speak to Contractor social performance data they consolidate. Social Coordinators interface with Site Managers, Project Leads/ Delivery Managers, Package Managers, Industrial Relations Manager, Cultural Heritage Lead, H2 / H3SE, Compliance, and Contractor social lead/ management counterparts. Social Coordinators supports internal tracking of Project social performance in accordance with EACOP social performance commitments, licences,

certificates, and approvals. Social Coordinators are highly proficient in the management systems tools and trackers required to track social performance including but not limited to Borealis, Omie, Project Sight, and EPCM Project Management tools. Social Coordinators educate and raise awareness of EACOP social performance commitments, expectations with Project and Contractor counterparts.

ACCOUNTABILITIES

- Engages Package Managers, Project Leads and Construction Contractor leadership on Contractor social performance.
- Routinely travels to worksites to interface with Site-Managers and deliver training and awareness raising.
- Undertakes field visits to validate social receptors recorded, and audit and oversight activities, PIIM monitoring.
- Interfaces with Health, Safety, Security, Environmental, Quality, Legal and regulatory, Land, Human Rights and PIIM resources, Company and Project functions as required to address cross-cutting risk, impact, and issue management.
- Provides updates at EACOP Grievance Management Committee meetings on Project-related grievance management.
- Participates in Human Rights Steering Committee as required to represent Project social performance.
- Engages National Content (Uganda) teams on synergies around labour recruitment procedures and Contractors respective National/Local Content Plan commitments.
- Establishes and maintains constructive working relationships within the Integrated Project Team at all levels of the organisation, the Construction Contractor and other construction and project delivery-facing stakeholders.
- Ensures good relationships with EACOP Company are developed and maintained.

QUALIFICATIONS AND EXPERIENCE REQUIRED

- Ugandan national with advanced degree in Social Sciences, Social Policy, Social Anthropology, or a related discipline.
- Minimum 10 years professional social risk and impact mitigation implementation experience including at least 5 years social performance assurance experience.
- Social performance on externally financed extractives projects or international construction industry an advantage.
- Practical understanding of Tanzanian land access, cultural heritage, social risk, and impact management.
- Direct experience developing and implementing social risk and impact mitigations, incident investigation and reporting.
- Experience in mentoring and coaching teams.



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- Strong communication skills, proven ability to multitask, work independently, manage large workload across multiple interfaces whilst meeting deadlines.
- Excellent computer; database management, report writing, and analytical skills.
- Fluency in English (written and spoken) required.

How to Apply:

Follow any of the links below to apply.

- [Seaowl Group - Careers East Africa](#)
- <https://truenorthafrica.com/job/social-coordinator-uganda/>
- <https://qsourcingservtec.applytojob.com/apply/NZAAjd2APq/QSSUEACOPSCU-LOT-1-SOCIAL-COORDINATOR>
- https://career.nftconsult.com/job_description_page.php?action=MDk5MmZiNmNmNWE5NGI2ZGJiMTI2MjJlNTE1ZGRkY2Y=