

**Term of Reference (ToR) for  
The Position of Community Mobilization Officer (General) under  
Extended Community Climate Change Project- Drought (ECCCP- Drought)**

**1. Basic Information**

<b>Title of the Position</b>	Community Mobilization Officer (General)
<b>Number of Position</b>	01
<b>Location</b>	Sapahar Upazilla of Naogaon Zilla, with at least 90% of time to spend in field visits in the project areas
<b>Reports to</b>	Project Coordinator (PC)
<b>Duration of the Position</b>	Initially for one year with the possibility of annual renewal up to project periods.
<b>Salary</b>	Monthly BDT 30,000-/- (including tax) and other admissible benefits.
<b>Age Limit</b>	Maximum 30 years. Can be relaxed for the candidates with 2 years' experience in GCF Funded project.
<b>Experience</b>	No experience required for the candidates with diploma in agriculture. Candidates with Bachelor's degree in any field requires 2 years' experience in a GCF-funded project.

**2. Background of the project**

Palli Karma-Sahayak Foundation (PKSF), an apex development organization focusing on holistic and integrated approaches, was established by the Government of Bangladesh in May 1990 for sustainable poverty reduction through employment generation. PKSF has been implementing projects and programs in diversified sectors including sustainable enterprise, training and education, agriculture, climate change and disaster and so on. PKSF works with more than 15 million households through its 200 partner organizations. Many development partners, such as the World Bank, DFID, EU, ADB, IFAD, GIZ, GCF, and Adaptation Fund (AF) are working with PKSF. Please visit <http://www.pksf.org.bd> for details.

PKSF has been accredited to the Green Climate Fund (GCF), the only dedicated and largest climate change finance window, established under the United Nations Framework Convention on Climate Change (UNFCCC), in 2013. The GCF has approved the ECCCP-Drought project in the fact that Bangladesh faces an unpredictable drought hazard due to inadequate and uneven rainfall that affects the timing of onset and end of the monsoon season. The northwestern Barind region/districts of Bangladesh suffer the most from droughts. Climate change is changing the nature of droughts in Barind by increasing temperature and variations in precipitation. During droughts, almost all natural surface water sources evaporate, leaving none for drinking, sanitation or agriculture. The human cost is measured in a greater incidence of disease, especially among children and lack of nutrition due to crop failure, increased poverty and reduced development potential.

**3. Objective of the project**

The main objective of the project is to increase the resilience of climate vulnerable-communities in drought-prone areas of Bangladesh. This objective is expected to be achieved by implementing activities covering three main components: i) improved institutional and technical capacities to address climate change-induced drought, ii) increased availability of surface and ground water for irrigation and drinking, and iii) drought-resilient livelihoods created through sustainable agricultural production.

#### **A short brief about the GUK**

Gram Unnayan Karma (GUK) is a national level non-government development organization which has been implementing different development activities including microfinance program throughout the country. GUK going to implement GCF & PKSF Funded ECCCP-Drought project at Sapahar Upazila of Naogaon District. For implementing the project, GUK is seeking qualified candidate for the position of the “**Community Mobilization Officer (General)**” in it’s Project Management Unit (PMU) of the ECCCP-Drought project.

#### **4. Key Responsibilities:**

- Identify and engage key community members to establish Climate Change Adaptation Groups (CCAGs) in assigned village/area.
- Facilitate monthly meetings of the CCAGs, ensuring active participation and discussion of climate change challenges, adaptation strategies, and project activities.
- Empower the CCAG to play a lead role in community mobilization and decision-making related to project implementation.
- Organize and conduct awareness campaigns and training sessions on climate change impacts, drought mitigation strategies, and sustainable practices.
- Work with the CCAGs to identify beneficiaries and participants for various project activities like rooftop MAR, pond MAR, pond and canal re-excavation works, drought-tolerant crop and fruit cultivation.
- Provide on-site guidance and support to community members during activity implementation.
- Promote adoption of climate-smart practices and sustainable livelihoods within the community.
- Encourage positive behavioral change toward water conservation, responsible waste management, and other adaptation strategies.
- Assist with collecting data on community demographics, livelihoods, climate perceptions, and project impacts.
- Prepare regular reports on community engagement activities, awareness campaigns, and beneficiary selection processes.
- Liaise with the Technical Officer (Engineer), Monitoring Officer and Project Coordinator to ensure efficient data sharing and reporting.
- Perform any other duties assigned by the PC as per instruction from PKSF & IE Management.

#### **5. Education and Experience:**

- Diploma in Agriculture

or

Bachelor's degree in any field with 2 years of experience of working on a GCF-funded project.

- Experience is not mandatory for candidate with Diploma in agriculture. Demonstrated enthusiasm and eagerness to learn about climate change adaptation, community development, and rural outreach are highly valued.
- Excellent communication, interpersonal, and facilitation skills are essential.

#### **6. Other Qualifications:**

- Experience working with community groups and building local institutions is an asset.
- Fluency in Bangla language and local dialect is essential.

#### **7. Salary and other admissible benefits.**

- Monthly gross salary will be BDT 30,000/- (including all taxes).
- Eid bonus (50% of gross salary) and Nobo Borsho bonus (10% of gross salary) are provided annually.
- Mobile phone bill allowance of BDT 600 per month is provided.
- Travel allowance of BDT 5,000 per month is provided.