



Long-billed Forest-warbler (LBFW) conservation project

Vacancy Announcement – Project Officer

1. Background

Nature Tanzania is a national conservation NGO with a focus on biodiversity conservation. Our mission is to conserve and restore key biodiversity habitats identified as Important Bird and Biodiversity Areas (IBAs) in Tanzania for the benefit of present and future generations. We are the [BirdLife International](#) partner in Tanzania and therefore use birds as indicators of ecosystem health and a tool for nature conservation and community empowerment. Nature Tanzania has been working with [Nature and Biodiversity Conservation Union \(NABU\)](#), a BirdLife partner in Germany, in biodiversity conservation and community empowerment since 2017.

The Long-billed Forest-warbler (LBFW) is a Critically Endangered bird endemic to Tanzania, found only in the Amani-Nilo montane landscape of the East Usambara Mountains. Occurring at elevations above 700 meters, it faces imminent extinction due to rapid habitat loss caused by anthropogenic activities. Research from 2000 to 2008 estimated its population at 150 to 200 mature birds; however, ongoing human pressures have further decreased its numbers and fragmented its habitat.

Building on this historical data, Nature Tanzania carried out surveys from 2021 to 2023 across protected and unprotected areas, recording 122 individuals in 249 surveyed sites. These assessments significantly advanced understanding of the species' ecological requirements, particularly in key areas outside formal forest reserves. Observations indicate a high number of sightings along forest edges, in gaps, within Eucalyptus plantations on tea estates, and in privately owned forests. Importantly, there is a strong link between the presence of the LBFW and proximity to streams or flowing rivers, indicating a clear preference for riparian forest gaps and edges.

To protect the Long-billed Forest Warbler (LBFW) in the Amani landscape, Nature Tanzania is leading a multi-stakeholder initiative to secure and restore critical Long-billed Forest Warbler (LBFW) habitats within the Amani landscape, focussing in landscape around the Amani Nature Forest Reserve in Muheza District. The project will protect and secure critical LBFW breeding territories through private land management agreements and direct land purchases. Additionally, the project will collaborate with tea companies on sustainable Eucalyptus harvesting and support local communities with alternative livelihood programs to ensure a resilient future for the LBFW.

2. Purpose of the Position

The Project Officer will be responsible for the day-to-day implementation, coordination, and monitoring of Long-billed Forest-warbler project activities in the Amani landscape. This role requires a blend of technical biological knowledge, community engagement skills, and administrative competence to ensure the long-term survival of the LBFW. This position is based at our Amani Field Office (Amani Nature Forest Reserve, Muheza District).

3. Key responsibilities and duties

A. Technical conservation and habitat management

- **LBFW monitoring:** Conduct regular surveys to monitor the distribution and territories of the LBFW.
- **Land negotiations:** Facilitate land lease or purchase negotiations with private forest owners and tea companies to secure critical habitats for the LBFW.
- **Harvesting schemes:** Collaborate with the East Usambara Tea Company to develop and implement Eucalyptus harvesting schemes that protect LBFW breeding cycles.

B. Stakeholder coordination and partnership

- **Partnership management:** Act as the primary liaison between Nature Tanzania and key stakeholders, including the Tanzania Forest Service (TFS), TAWIRI, TAFORI, local government councils (Muheza, Mkingu, Korogwe), and private tea estates.
- **Stakeholder engagement:** Organise and facilitate multi-stakeholder workshops to secure local support for conservation actions.

C. Community engagement and livelihood support

- **Capacity building:** Train project beneficiaries on LBFW protection, organic farming, and sustainable agricultural practices.
- **Livelihood diversification:** Support the establishment and management of beekeeping groups, spice cultivation initiatives, and avitourism models.
- **Environment education and awareness raising:** Develop and disseminate Swahili environmental education materials (posters/flyers) and engage farmers.

D. Monitoring, Evaluation, and Reporting

- **Field data collection:** Utilise digital tools (e.g., Survey123) and georeferenced species monitoring to track project progress.
- **Reporting:** Prepare technical and financial activity reports.
- **M&E:** Support the implementation of the project's M&E plan, including baseline, midline, and endline surveys.

4. Required qualifications and experience

- **Education:** Degree in Wildlife Conservation, Forestry, Environmental Science, or a related field, preferred to have previous experience in the EUM.
- **Experience:** Minimum of 3 years in field-based conservation project management.
 - Proven experience in community-based natural resource management (CBNRM) and livelihood programs (beekeeping/spice farming).
 - Demonstrated ability in stakeholder negotiation and conflict resolution.

5. Skills:

- Proficiency in bird identification and biological survey techniques.
- Excellent communication skills in Swahili and English.
- An added advantage if you have experience with GIS or georeferencing tools for habitat mapping.

6. Salary and benefits

Commensurate with experience and qualifications.

7. Application

A cover letter and CV with three referees' contact information should be submitted to recruitment@naturetanzania.or.tz by 14th February 2026.

8. Interviews

Only shortlisted candidates will be contacted.

9. Equal opportunity employer

Nature Tanzania is an equal opportunity employer.