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JOB DESCRIPTION

Environmental and Social Safeguards Intern

Supporting the implementation of WWF's Environmental and Social Safeguards Framework (ESSF)

Position Title:	Environmental and Social Safeguards Intern
Position Location:	Dar Es Salaam, Tanzania with periodic travel to WWF Tanzania's priority landscapes
Contract Type:	Internship
Duration:	12 months
Reporting Line:	The intern will report directly to the Environmental and Social Safeguards Advisor (ESSA – Advisor), WWF Tanzania Country Office
Major Function:	Under the supervision of ESSA, the ESS Intern will support the implementation, monitoring, and continuous improvement of WWF's ESSF across WWF's Tanzania conservation programmes and priority landscapes. The Intern will work closely with landscape teams, community engagement staff, monitoring and evaluation personnel to promote compliance with WWF's ESSF requirements. The position will support environmental and social safeguards risk screening, implementation and monitoring of mitigation measures, stakeholder engagement processes, and grievance redressal mechanisms to strengthen environmental and social performance across WWF's TCO conservation portfolio.

Background:

The WWF Network has established and adopted an Environmental and Social Safeguards Framework (ESSF) to provide a systematic approach for identifying, assessing, managing, and monitoring environmental and social risks associated with WWF's supported programmes and projects. The ESSF comprises of Statements of Principles, standards, procedures, and operational tools designed to ensure that conservation interventions achieve positive environmental and social outcomes while avoiding, minimizing, or mitigation potential adverse impacts on people and nature.

The ESSF builds on WWF's social policies, commitments, and network standards, strengthening the environmental and social performance of WWF's conservation programs worldwide. As part of the global WWF Network, WWF Tanzania is committed to mainstreaming ESS across all conservation initiatives, placing rights, participation and wellbeing of local communities at the centre of conservation efforts.

To further strengthen safeguards implementation, WWF Tanzania has developed **Environmental and Social Mitigation Frameworks (ESMFs)** for its priority sub-landscapes. These frameworks provide practical guidance for identifying, preventing, mitigating, and monitoring potential environmental and social risks and impacts associated with project activities. The ESMFs also establish procedures for meaningfully stakeholder engagement, accountability, and enhance compliance with WWF policies, national legislation, and donor requirements. Their implementation is particularly important in ecologically sensitive landscapes, where balancing conservation objectives with sustainable livelihoods and community well-being is essential.

WWF Tanzania provides opportunities for young professionals to gain practical experience through its internship programme. The programme is designed for recent graduates and early career professional seeking to develop knowledge and skills in fields relevant to WWF's conservation mission.

Under the supervision of the ESS Advisor, the Environmental and Social Safeguards Intern will work closely with WWF staff and partners to support the implementation of ESSF across WWF Tanzania's priority landscapes, while contributing to management of safeguards information, monitoring reporting and knowledge-sharing systems.

Specific Duties and Responsibilities

1. Support the ESSF Advisor in promoting awareness and application of WWF' ESSF across WWF's Tanzania priority landscapes/projects.
2. Work closely with landscape teams to ensure environmental and social safeguards consideration are integrated throughout the project lifecycle, from planning, implementation to monitoring.
3. Support environmental and social screening processes and assist in conducting assessments to identify potential environmental and social impacts associated with project activities.
4. Assist in the development, implementation, monitoring, and periodic review of appropriate mitigation and management measures in accordance with WWF ESSF standards.
5. Assist the landscape team in monitoring and updating the SEP - stakeholder engagement plan and carrying out stakeholders' consultations where required.
6. Support the implementation, monitoring and documentation of Grievance Redressal Mechanisms.
7. Assist in monitoring the effectiveness of implemented mitigation measures and support the identification of corrective actions where required.
8. Support landscape team in updating and maintaining environmental and social tools and associated safeguards documentation.
9. Assist/advise the landscape teams on the application of Free, Prior, and Informed Consent (FPIC) where relevant.
10. Contribute to safeguards capacity-building activities, including training sessions, awareness programmes, dissemination of lessons learned, and promoting good practices.
11. Perform any other duties as assigned by ESS Advisor

Required Qualifications, skills, and competencies:

1. Desirable Academic Qualifications:

- A minimum Bachelor's degree or equivalent with relevant experience in the fields of Environmental Management, Environmental Sciences, Conservation, Natural Resources Management, Risk Management, or related discipline.

2. Experience:

- Demonstrated practical experience in environmental and social safeguards, environmental and social impact assessments, sustainable development, community engagement, conservation or environmental management.
- Experience working with community-based conservation or natural resource initiatives.
- Previous internship, volunteer, research, or field experience in related area will be an added advantage.

3. Skills and competencies:

- Basic understanding of environmental and social safeguards principles, risk assessments, and mitigation approaches.
- Strong analytical, organizational, and problem-solving skills.
- Ability to follow instructions and work effectively both independently and as part of a multidisciplinary team.
- Strong interpersonal and communication skills, including the ability to engage effectively with diverse stakeholders, including vulnerable and marginalized groups.
- Knowledge of stakeholder engagement, grievance mechanisms and FPIC.
- Experience with data collection and management tools such as KoboToolbox
- Excellent written and verbal communication skills in both English and Kiswahili.
- Willingness and ability to travel frequently to project sites in rural and remote locations to support landscape teams
- Adherence to WWF's four core values: Courage, Respect, Integrity, and Collaboration.

Please send your CV and Cover Letter to hresources@wwftz.org by close of business on Friday 15th August, 2026