LEGACY LANDSCAPES FUND

TOR Environmental and Social Safeguards (ESS) Coordinator in Conservation

LEGACY LANDSCAPES FUND (LLF) is

searching for: Environmental and Social Safeguards Coordinator in Conservation

REPORTS TO:	Director Environmental and Social Safeguards
LOCATION:	Berlin
SALARY:	Competitive
CLOSING DATE:	31th October 2026
START DATE:	ideally 01st January 2027
CONTRACT:	Full time

ABOUT LEGACY LANDSCAPES FUND

Legacy Landscape Fund (LLF) was established in late 2020 by the German Ministry for Economic Cooperation and Development as an independent charitable foundation under German law. Its financial resources stem from public and private sources (Federal Ministry for Economic Cooperation and Development (BMZ), KfW Development Bank (KfW), Agence Française de Développement (AFD), the Norwegian Agency for Development Cooperation (NORAD), the Department for Environment, Food and Rural Affairs, (DEFRA) and philanthropic and cooperate partners. LLF aims to make a significant contribution to area-based conservation of global biological diversity through an innovative long-term, human-rights based, and programmatic funding approach. LLF provides long-term to permanent core funding for key biodiversity areas in the partner countries of the Global South. LLF's goal shall be achieved by long-lasting partnerships between NGOs and protected or conserved area authorities as well as Indigenous Peoples and Local Communities (IP&LC) to efficiently conserve and manage these areas and their buffer zones.

LLF thereby contributes to the conservation of globally significant biodiversity and intact ecosystems, some of which are classified as UNESCO World Natural Heritage sites, ultimately benefitting the World community.

THE ROLE

As LLF ESS Coordinator, you will be coordinating and supporting the implementation of the LLF's Environmental and Social Management System (ESMS). You will further contribute to the screening of program proposals, defining and supervising appropriate environmental and social impact assessments and safeguard instruments, program appraisals and monitoring and reporting of programs' environmental and social compliance with the requirements of the LLF's ESMS standards, namely World Bank Environmental and Social Standards (WB ESS) and other international best practice standards, such as the United Nations Guiding Principles on Business and Human Rights (UNGP).

KEY RESPONSIBILITIES

- Coordinate the implementation of the LLF ESMS in close cooperation with the LLF team, grantees, and external consultants:
    - Support regular reviews of the LLF ESMS, based on users' feedback, donors' additional requirements, and the continuous development of environmental and social safeguards, standards, and good practices.
    - Support creating a learning community of practice to help LLF implementing partners to fulfil ESMS requirements and develop site-specific safeguards.
    - Assist in preparing annual fund-level ESMS reports.

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- Support the coordination and implementation of the LLF ESMS for each LLF Legacy Landscape as delineated by the LLF ESMS, which includes among others:
    - Coordinate and support reviewing Environmental and Social Due Diligence (ESDD) studies, Environmental and Social Action Plans (ESAP) and safeguard instruments to be developed by implementation partners.
    - Identify capacity gaps and contribute to building capacities of implementing partners and rightsholder communities as well as lesson-sharing to appropriately manage the identified E&S risks in line with the LLF ESMS.
    - Ensure that ESMS procedures and documents are diligently implemented, monitored and reported throughout the program life cycle.
    - Participate in field/site monitoring or supervision missions to assess performance and progress in the implementation of safeguards instruments as per ESMS provisions.

KEY QUALIFICATIONS

Candidates applying for this position must provide evidence of the following:

- Master's Degree in Sustainability Management, Human Rights, Environmental and Social Science, Environmental Law or related studies from a recognized university.
- 3-5 years of relevant professional experience in conducting or supporting environmental and social impact assessments, undertaking ESDDs, and preparing and monitoring environmental and social safeguard instruments, ideally in conservation contexts predominantly in Africa.
- Work experience in the Global South and specifically in conflict-affected or high-risk settings will be seen as an advantage.
- Demonstrable experience and knowledge of applying international environmental and social safeguard standards (WB ESS, IFC PS, UN Guiding Principles on Business and Human Rights etc.) for conservation projects.
- Knowledge and understanding of E&S issues and risks associated with conservation approaches, particularly in ODA countries.
- Good understanding of socio-cultural issues, rights, and livelihood context of traditional local communities and Indigenous Peoples and their contribution to conservation.
- Proven experience with Free Prior and Informed Consent (FPIC) protocols, and/or Gender Equity and Social Inclusion (GESI) approaches will be seen as beneficial.
- Demonstrated high level of professionalism, teamwork, communication skills and ability to work independently to deliver under tight deadlines.
- Sound knowledge and ability to work with computer and software systems; database spreadsheets, and other software packages.
- Working experience in an international NGO, bilateral or multilateral human rights, development or conservation organisation.
- Excellent written and oral language skills in English and French; additional Spanish, or other languages spoken in the LLF Portfolio expertise will be seen as beneficial.

ABOUT YOU

You are passionate about biodiversity and conservation equitably integrating local communities and Indigenous Peoples in the global south, their rights and livelihood models. You are an energetic, diplomatic, thorough, self-starting individual who can express ideas, is detail-oriented and process-minded, but who is also flexible enough to enjoy working in an international environment for an organization that is still continually evolving. You bring global experience in social due diligence, human rights and equity questions in the protected areas sector. You are comfortable working in a small organization and without a large support system. You are ambitious, team-oriented, creative, helpful, and have a good sense of humour. You stay calm in potentially antagonistic debates and make your point heard in a constructive manner. You have written and spoken fluency in English and French as well as potentially in Spanish, German or other languages spoken in the LLF Portfolio.

BENEFITS

LLF is committed to providing a competitive and fair pay package that takes account of the responsibilities of the position and the qualifications of the selected candidate.

APPLICATION PROCESS

Expressions of interest should be submitted electronically, in English, with all supporting documents in a single pdf document. Please include a letter of motivation (not more than two pages) indicating your salary expectations and curriculum vitae and send to info@legacylandscapes.org by 31.10.2026. A shortlist of qualified candidates will be formally invited for an interview process in Q4 2026.