

Position Title: Land Tenure Specialist
Status: Regular, Full Time
Location: Monrovia, Liberia
Classification: Exempt (Not Eligible for Overtime Pay)
Date: September 28, 2021

Job Summary: Within the context of developing countries around the world, particularly in the Global South, the Land Tenure Specialist provides policy, analytical and implementation expertise on rural land tenure security, access to land, women's land rights, land rights formalization, land markets, land administration, land management, resolution of land disputes and related fields, including food security, agricultural productivity, corporate services and partnerships, and natural resource management. The Land Tenure Specialist conducts analyses (both from the desk and in the field), and prepares and presents analytical reviews, research and briefing papers, advisory memos, training modules, presentations, and other products. Priority will be given to professionals with experience in and a commitment to women's land rights. The Land Tenure Specialist manages related assignments, projects, and tasks, and helps pursue project funding.

Reporting and relationships: The Land Tenure Specialist reports to a Program Director.

Availability: The Land Tenure Specialist is expected to work a standard workweek of 40 hours, plus additional hours as necessary to complete work.

Essential Job Functions:

- Leads in-country coordination of the Customary Land Formalization Pilots.
- With guidance from the Africa Regional Program Director and the Acting Country Program Director, monitors the performance of implementing partners towards their objectives, including through visits to project sites.
- Provides technical support and guides the implementing partners in their activity design and implementation and advises them on solutions to implementing challenges.
- Works closely with the Monitoring and Evaluation Specialist to ensure project is implemented in line with agreed upon deliverables.
- In close collaboration with the MEL team, assist with data collection, research, and analysis.
- Contributes to supervision of the Talking Book Projects.
- Supports identification of Talking Book Beneficiaries and assist in deployments and monitoring of the usage of the Talking Books.
- Supports in the development of content for Talking Books.
- Nurtures Landesa's relationship with the Liberia Land Authority and Civil Society organizations in the land sector.
- Supports gender integration across all program and project activities.
- Makes regular monitoring visits to project locations.
- Undertakes and occasionally supervises fieldwork (rapid rural appraisal, key informant interviews, public meetings, workshops, surveys) to gather information about current land tenure conditions and the prospects for reform.
- Makes policy, program and project recommendations that are useful and realistic, given country realities and resources.

- Contributes to plans for implementing recommendations, including ensuring that gender considerations are addressed.
- Assesses progress and results, identifies problem areas, and takes corrective steps to achieve program and project objectives.
- Manages projects in conformity with Landesa procedures on budgeting, human resource allocation and work planning, cost monitoring and control, monitoring travel schedules, and product preparation and delivery.
- Orally presents policy recommendations to government officials and other partners, answers questions and defends recommendations.
- Collaborates with foreign government officials, other counterpart country nationals, and international aid agencies, and corporations in the work.
- Manages relations and collaborates with funders, preparing and reviewing reports on a regular basis.
- Contributes to internal learning objectives by sharing research methods and findings with other staff, including through presentations.
- Prepares and delivers public education and awareness presentations consistent with Landesa's educational strategic objectives.
- Performs other management and administrative tasks as assigned.

Required Knowledge, Skills, and Abilities:

- A deep commitment to the mission of a better, safer future for the world's poorest people through secure access to land.
- Research, analysis, synthesis, reasoning, and writing abilities that have been developed to a level that permits the Land Tenure Specialist to work independently and lead Landesa projects.
- Strong problem-solving skills.
- Strong oral presentation skills and an ability to think on one's feet when defending policy recommendations.
- Familiarity with legal, economic, sociological, agricultural, political, institutional, geographic, and anthropological concepts that can be applied to rural development.
- Ability to develop concrete work plans and manage tasks, teams, people, funds, products, and other elements so that work is performed according to agreed budgets, schedules, delivery requirements, and staffing plans.
- Ability to manage documents and correspondence, track and report on project labor, and carry out other administrative tasks efficiently, routinely, and in conformance to Landesa standards and procedures.
- Ability to work collaboratively with a range of people at all levels, including those from host country governmental and non-governmental organizations, and other counterparts, clients and funders. Ability to demonstrate cross-cultural sensitivity, tact, and poise.
- Ability to lead and work collaboratively as a member of teams, regardless of role within the team, through consensus building, communication, and leadership.
- Exceptional ability to communicate in writing and orally in English. Ability to make and use distinctions as to types, frequency, tenor, and levels of communication, depending upon the circumstances and audience.
- Commitment to Landesa's core values.

Education and Experience:

- Required: graduate or professional degree in law, agricultural economics, economics, sociology, geography, anthropology or related field.
- Required: minimum of three years of professional work experience in law practice or focused on policy research and design and implementation of related projects.
- Preferred: experience working with land tenure issues, field experience in the Global South, and work experience with multilateral or bi-lateral international donors such as USAID or the World Bank.

Work Environment and Working Conditions for Travelers to Developing Countries: While performing the duties of this job, the employee may be exposed to working conditions and hazards that prevail in the country of assignment. The noise level in the work environment is usually moderate. Work is primarily performed indoors with some potential for exposure to safety and health hazards related to electronics work. The employee may be required to travel overseas and domestically. When traveling overseas in a developing country, the employee may be exposed to: physical hazards (illnesses, noise, extreme temperatures, wet or humid climates, etc.), road hazards (unfinished/dirt roads, potholes, traffic-related accidents, etc.), and atmospheric conditions (odors, dust, fumes, smog, etc.).

Additional Comments: The above job description is not intended as, nor should it be construed as, exhaustive of all responsibilities, skills, efforts, or working conditions associated with this job. Reasonable accommodations may be made in appropriate circumstances to enable qualified individuals with disabilities to perform the essential functions of this job.

To Apply: Qualified candidates should complete an online application on [Landesa's career page](#). Authorization to work in Liberia is required. International travel may be required.

Equal employment opportunity has been, and will continue to be, a fundamental principle at Landesa. Landesa is committed to a work environment in which relationships are characterized by dignity, courtesy, and respect. We are committed to nondiscrimination in all of our business operations and embraces diversity as a key strategic philosophy and strength of how we do our global work. Landesa actively seeks diverse candidates for employment.