

## Expression of Interest

### **Nitidæ is recruiting Project Managers “Value Chains and Biodiversity”**

*Positions based in France, West Africa and Mozambique*

#### About Nitidæ

Nitidæ is an international organisation based in Lyon, specialising in the design and implementation of sustainable rural development projects with a strong focus on biodiversity conservation. Operating primarily in Africa, it pursues a dual ambition: to protect the environment while supporting the socio-economic development of territories. The landscape approach enables understanding of the interactions between agricultural land use, natural resources and social organisation, and guides transitions towards sustainable balances at territorial scale.

Nitidæ currently manages around thirty projects, mainly in Madagascar, Burkina Faso, Senegal, Ghana, Mozambique, Côte d’Ivoire, Uganda, Cameroon and Tanzania. Its team comprises 250 staff members (economists, engineers, agronomists, foresters, geographers, soil carbon specialists, GIS and remote sensing experts) spread across the countries of operation and the headquarters in France.

#### Project Context

As part of the development of its activities, Nitidæ is recruiting from September 2026 several Project Managers. The positions are based in France (for the coordination of a multi-country project), in West Africa (Ivory Coast, Burkina Faso, Benin) and in Mozambique. **The projects aim to develop impact-oriented value chains compatible with biodiversity conservation. They are funded by the European Union and its member states.**

#### Role of the Project Manager

The Project Manager is responsible for the operational implementation of the project and the achievement of its results, ensuring coordination of activities, teams and partners. They oversee planning, budget monitoring and deliverable production, and guarantee the quality of technical and financial reporting to donors.

They ensure the mainstreaming of environmental and social requirements, and the coherence between assessments, needs analyses, consultations and activity implementation. They develop and manage institutional and private partnerships, and contribute to knowledge capitalisation.

The position reports functionally to the Country Representative and the Co-Directors of Nitidæ (or any designated substitute). They work in close collaboration with field teams, thematic experts at headquarters and operational partners.



## Responsibilities

### Planning, Implementation and Monitoring & Evaluation

- Identify, design and plan project activities with the team and in consultation with partners;
- Define and implement the project methodology; lead and coordinate the execution of field activities;
- Set up and manage the monitoring and evaluation system (activity and impact indicators, logical framework); diagnose implementation issues and propose adjustments;
- Contribute to the capitalisation of project experience and the production of shareable knowledge.

### Financial Management

- Manage project budget expenditure (regular budget monitoring, annual budget preparation, multi-donor management where applicable);
- Ensure compliance with Nitidæ and donor procedures; validate expenditure and ensure the conformity of supporting documentation;
- Coordinate, with the Administrative and Financial Officer, budget revisions and amendment requests to donors.

### Technical and Financial Reporting

- Produce technical and financial progress reports for donors (interim reports, final reports);
- Ensure the quality and timeliness of deliverables; coordinate internal contributions (technical, administrative, financial);
- Produce capitalisation documents (technical fact sheets, training materials, position papers).

### Team Management

- Recruit, onboard, train and evaluate project team members; define individual action plans and facilitate team meetings;
- Manage project human resources (scheduling, leave, appraisals) in collaboration with the administrative team;
- Oversee the management of equipment and logistical resources for the project.

### Partnerships, Representation and Development

- Ensure the effective flow of information between the field, headquarters and partners; maintain constructive relationships with local authorities, institutions and operational partners;
- Represent Nitidæ and the projects under their responsibility to donors, inter-NGO bodies and professional events;
- Contribute, with the Country Representative and headquarters, to the development of new projects and to the management of existing donor relationships.

## What Nitidæ offers – Employment conditions

Ready to go? Start date: September – October 2026 · Based in Lyon or Sub-Saharan Africa (Ivory Coast, Burkina Faso, Bénin) and in Mozambique · Regular field travel required

- **Positions based in Lyon (France)** Fixed-term contract (CDD 2 years) under French law · Salary per Nitidæ's pay scale, commensurate with profile and experience (Syntec collective agreement) · 100% employer-funded health insurance · Lunch vouchers (€11, 50% covered by the employer) · Transport & mobility allowances · Holiday bonus · 214-day annual working schedule

⚠ *Non-EU candidates applying for the Lyon-based position must hold a valid French or EU work permit at the time of application. Nitidæ is not in a position to sponsor work visa applications.*

- **Positions based in Côte d'Ivoire or Mozambique**

*Non-national candidates* — Expatriate fixed-term contract under French law · Salary per Nitidæ's expatriate pay scale · International health insurance coverage

*National candidates (Ivorian / Mozambican)* — Local fixed-term contract under applicable national law · Salary per Nitidæ's local pay scale · Health insurance under the applicable local scheme

## Candidate Profile

**Education:** Master's degree (or equivalent) in agronomy, forestry, environment/biodiversity or rural development

**Experience:** At least 5 years of experience, ideally in project management (NGO, consulting firm, international organisation, private sector), preferably in Africa or a tropical context

**Technical skills:** Good understanding of forest–biodiversity–agriculture issues and territorial, agroforestry and integrated conservation approaches. Sensitivity to gender, inclusion and community participation issues

**Know-how:** Strong coordination, organisational and prioritisation skills; ability to facilitate meetings and workshops, including remotely. Solid writing skills and ability to produce clear, structured deliverables

**Languages:** Fluent French–English MANDATORY ; English–Portuguese (for positions based in Mozambique)

**Personal qualities:** Autonomy, rigour, analytical ability, practical mindset and results-orientation. Ability to work in a multicultural and remote environment; a sense of humour is appreciated

Does this sound like you? Ready to join us?

Send your CV and cover letter to [jobs@nitidæ.org](mailto:jobs@nitidæ.org) with the subject line:

Application – PM [EOI 2026] – [LAST NAME, FIRST NAME] – [COUNTRY APPLIED FOR]

Deadline: 15th of July 2026

*Applications containing only a CV will not be considered. If you do not hear from us, please consider your application unsuccessful.*

Following this Expression of Interest, specific calls for applications (by project / country) will be issued.

