

Job Offer

Project Manager – “Cashew-Coffee Value Chains and Landscapes”

Position based in Mozambique – Nampula or Maputo

About Nitidæ

Nitidæ is an international organisation based in Lyon, France, specialising in the design and implementation of sustainable rural development projects with strong biodiversity conservation components. Working mainly in Africa, it pursues a dual ambition: preserving the environment while supporting the socio-economic development of territories. Its landscape approach makes it possible to understand the interactions between agricultural land use, natural resources and social organisation, and to steer transitions towards sustainable balances at territorial scale.

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

Nitidæ in Mozambique

Present in Mozambique since 2013, Nitidæ is firmly rooted in Zambézia province, around Gilé National Park and the Mount Namuli Key Biodiversity Area (KBA), where it supports sustainable agricultural value chains – notably cashew and coffee – within a landscape approach.

More recently, Nitidæ has started working in Nampula and Manica provinces, the hubs of cashew and coffee production respectively. It implements the ACAMAZ II (cashew and macadamia value chains, AFD), NAMULI (community conservation area, LED and Linsi) and SATAF (agroecology of coffee and cashew value chains, European Union) projects. Nitidæ has well-established relationships with the Mozambique Institute of Almonds (IAM, IP), the Ministry of Agriculture, Environment and Fisheries (MAAP) and stakeholders in the cashew and coffee value chains.

Project Background

Green Value for Growth (GV4G) is a five-year (60-month) Action funded by **the European Union and the Kingdom of the Netherlands** under the Global Gateway initiative. It aims to accelerate Mozambique’s transition towards greener, climate-resilient and inclusive development by transforming the **soy, cashew and coffee value chains** along the Beira and Nacala corridors.

By 2031, GV4G aims to mobilise €27.7 million in public and private investment, support more than 2,500 businesses, cooperatives and commercial farms, reach 38,000 smallholder farmers, sustain 8,000 jobs and promote sustainable land management practices on nearly 36,000 hectares.

The programme is built around three outcomes:

- (1) modernising value chains and restoring sensitive landscapes;
- (2) strengthening SMEs and entrepreneurs in nature-positive value chains, particularly women and young people;
- (3) improving the regulatory, financial and digital environment for green investment (traceability, EUDR compliance, access to finance). It is implemented by a consortium of four partners: TechnoServe (lead partner, hosting the Programme Management Unit), Resilience, Nitidæ and the Zambezi Valley Development Agency (Agência de Desenvolvimento do Vale do Zambeze).

Within the consortium, Nitidæ is the **technical lead for the cashew value chain** and is responsible in particular for:

- supporting production through action research to drive the agroecological transition of cashew;
- strengthening the structuring of producer organisations;
- landscape governance on Mount Namuli to integrate the development of sustainable agroforestry coffee production;
- spatial analysis and deforestation monitoring (supported by Nitidæ's N'Lab);
- and support for policy dialogue on the cashew sector.

Role of the Project Manager

The Project Manager is responsible for the operational implementation of the activities entrusted to Nitidæ under the GV4G programme and for achieving their results. He/She coordinates the activities, the Nitidæ teams spread across Nampula, Zambézia and Manica provinces, and relations with consortium partners; oversees planning, budget monitoring and the production of deliverables; and ensures the quality of Nitidæ's contributions to the technical and financial reporting consolidated by the Programme Management Unit.

He/She ensures that environmental and social requirements (climate resilience, landscape conservation, gender and youth inclusion) are mainstreamed across activities, and that diagnostics, consultations and implementation remain consistent. He/She is Nitidæ's point of contact with consortium partners, authorities and private-sector value chain actors, and contributes to capitalising on lessons learned.

The position reports to Nitidæ's Country Representative for Mozambique. The Project Manager works closely with field teams, the support services based in Maputo, thematic experts at headquarters (N'Lab, value chains, agroecology) and the managers of other cashew- and coffee-related projects. He/She will supervise a large team of more than 20 people, including field staff, with close support from several key positions within the team.

Responsibilities

Planning, implementation, monitoring and evaluation

- Plan the activities under Nitidæ's responsibility with the team and in consultation with partners, in line with the consortium's annual work plans; lead the start-up phase (recruitment, baseline studies, team set-up);
- Lead Nitidæ's technical strategy for the cashew value chain and coordinate its implementation in the field: training in agroecological practices for cashew- and coffee-based agroforestry systems, support to networks and organisations of producers, structuring of joint sales of agricultural products and trading plans, building a sustainable value chain with value chain actors;
- Coordinate coffee and landscape activities in Namuli and Gurué: landscape governance of the KBA (community natural resource management committees, land-use plans), support to producers and the coffee cooperative, co-design of agroforestry systems;
- Liaise with the N'Lab for spatial analysis (remote sensing, LUCCIA scenarios, study of agricultural and deforestation trajectories) and deforestation monitoring in priority intervention landscapes;
- Contribute to the consortium's monitoring, evaluation and learning (MEL) system: data collection and quality, monitoring of logframe indicators; identify implementation issues and propose adjustments;
- Contribute to capitalisation and action research (in connection with SATAF and ACAMAZ II) and to the production of shareable knowledge;
- Contribute to strengthening public policies for the cashew and coffee sectors through the project's technical support to IAM, IP and MAAP.

Financial management

- Manage Nitidæ's budget for the programme (regular budget monitoring, forecasts, preparation of annual budgets), including grants to producer organisations;
- Ensure compliance with Nitidæ's procedures, donor rules (EU, Netherlands) and consortium rules; approve expenditure and ensure supporting documents are compliant;
- Coordinate, with the Head of Support Services and headquarters, any budget revisions and amendment requests to be submitted to the consortium lead.

Technical and financial reporting

- Produce Nitidæ's contributions to the narrative and financial reports (interim, annual, final) consolidated by the Programme Management Unit;
- Ensure the quality and timeliness of deliverables; coordinate internal contributions (technical, administrative, financial);
- Produce capitalisation materials (technical sheets, training materials, position papers).

Team management

- Recruit, onboard, train and appraise project team members; define individual action plans and lead team meetings, ensuring inclusive recruitment and gender balance;
- Manage the project's human resources (scheduling, leave, appraisals) in collaboration with the support services;
- Manage project equipment and logistics resources in compliance with applicable security rules.

Consortium coordination, partnerships and representation

- Represent Nitidæ in the programme's coordination bodies (monthly technical leads forum, operational meetings, quarterly reviews, annual planning workshop) and contribute to the steering and technical committees;
- Work in close coordination with TechnoServe, Resilience and the Zambezi Valley Development Agency; support policy dialogue on the cashew sector (Cashew Master Plan, quality, traceability) alongside IAM and MAAP;
- Maintain constructive relationships with national, provincial and district authorities, protected area managers, research institutes, cooperatives and value chain companies;
- Ensure smooth information flow between the field, Maputo, headquarters and partners; build synergies with Nitidæ's other projects in Mozambique;
- Contribute, with the Country Representative and headquarters, to the development of new projects and to donor relations.

Candidate Profile

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

Experience: At least 5 years' experience managing rural development or value chain projects (NGO, consultancy, international organisation, private sector), preferably in Africa; experience with EU-funded projects and consortium work is an asset

Technical skills: Good knowledge of tropical agricultural value chains (ideally cashew and/or coffee), agroecology and agroforestry, landscape and integrated conservation approaches; experience in structuring producer organisations and working with the private sector; knowledge of traceability issues (EUDR) is a plus; awareness of gender, inclusion and community participation issues

Know-how: Strong coordination, organisational and prioritisation skills; ability to facilitate meetings and workshops, including remotely and in multi-partner, multi-site settings; institutional dialogue and collaboration with public bodies and the private sector. Excellent writing skills and ability to produce clear, well-structured deliverables

Languages: Fluent Portuguese and English required; French is a plus

Personal qualities: Autonomy, rigour, analytical skills, pragmatism and results orientation. Ability to work in a multicultural environment and remotely; a sense of humour is appreciated.

Asset: Knowledge of Mozambique, particularly Zambézia, Manica and Nampula, is a plus.

Why join us?

- **Lead a large-scale project:** you will coordinate an ambitious project with strong development prospects for the cashew and coffee value chains in Mozambique.
- **Draw on recognised expertise:** you will work with a team with in-depth and diverse expertise. In France, the team has international expertise in cashew and coffee. In Mozambique, the team has been working on the cashew value chain for many years.
- **Make a difference on the ground:** you will contribute in concrete terms to reconciling rural development, producer incomes and biodiversity conservation.

What Nitidæ offers

- **Duty station:** based in Maputo or Nampula, with frequent travel to Zambézia, Nampula, Manica and Maputo.
- **Eligibility:** the position is open to qualified Mozambican nationals and to foreign candidates who already hold a work permit for Mozambique. A valid work permit is an advantage.
- **Contract type:** one-year renewable fixed-term contract, under Mozambican or French law depending on the profile:
 - **Mozambican candidates:** contract under Mozambican law, salary according to Nitidæ's local salary scale, health coverage under the applicable local scheme.
 - **Foreign candidates:** expatriate contract under French law, salary according to Nitidæ's expatriate salary scale (SYNTEC collective agreement, Cadre status), international health and repatriation coverage.

How to apply: *Does this profile match yours? Ready to join us?*

Send your CV and cover letter to jobs@nitidae.org, with the subject line: Application – PM GV4G Mozambique – [SURNAME, First name]

Application deadline: 16th November 2026

Selection process

- Only complete applications (CV and cover letter) will be considered.
- Only shortlisted candidates will be contacted for an interview.
- If you have not received a response within two weeks of the deadline, please consider that your application has not been successful.
- Applications will be reviewed on a rolling basis, and the position may be filled before the deadline.