

Programme Manager Nature & Climate- Danmission East Africa (based in Zanzibar or Dar es Salaam)

As a Programme Manager (PM), you will lead and oversee the nature and climate portfolio of Danmission's East Africa Regional Office (RO). This will entail facilitating equitable partnerships, high-quality project design and programme management, strategic policy influencing and effective resource mobilisation. Being successful in this role is about being technically grounded, able to inspire and enable others, facilitate and guide, and provide collaborative leadership with integrity as you work closely with your colleagues in Danmission and our valued partners, connecting Danmission's strategic intents with the realities of the context.

About the Role

As a Danmission PM you shall work in partnership with organisations and communities in Tanzania, Kenya and Madagascar on nature and climate development projects and programmes (design, implement, monitor, evaluate and report), on supporting policies which provide an enabling environment for people and planet to thrive and live in harmony, and, on raising funds in support of the work our partners do. This will entail, but not be limited to the following regarding the nature and climate portfolio:

- Responsible for sound management of programmes and projects in the nature & climate portfolio at the regional office, and for facilitating partner-led development of project concepts, project descriptions and funding proposals in collaboration with partner organisations and with strategic support from relevant HQ functions.
- Identify funding opportunities in collaboration with partners and the Regional Director; lead or co-lead development of donor applications and concept notes; and contribute to donor mapping, donor intelligence and relationship-building activities.
- Advise the Regional Director on quality, coherence and results across the nature and climate programme/project portfolio, and plan projects and prepare implementation plans based on the country programme.
- Responsible for financial project administration in cooperation with finance colleagues.
- Support partners in planning, monitoring, evaluation and learning processes, including outcome harvesting, and in documenting results and lessons learned, while assisting partners in ensuring Danmission standards on HRBA and gender equality are integrated into programming and advocacy, and in preparing reports to relevant stakeholders including back donors.
- Promote partner leadership and ownership throughout the project cycle, design, implementation, monitoring, learning and adaptation, including support for self-led capacity assessments and organisational capacity development plans, and facilitation of partner-to-partner learning, exchange and collaboration.
- Support implementation of Danmission's Local Leadership and Shifting Power Strategy, and support partners' participation in relevant networks, coalitions, coordination mechanisms and policy processes, facilitating linkages between local experiences and broader advocacy and policy opportunities.
- Ensure projects comply with Danmission's quality standards, programme strategies, donor requirements and relevant organisational policies, including safeguarding, anti-corruption, PSHEA and risk management.
- Contribute to internal and external communication by documenting results, lessons learned and partner stories; represent Danmission in meetings, networks, donor engagements and coordination forums as delegated by the Regional Director; and support visits, learning events and partner exchanges.

- The position combines strategic leadership with hands-on implementation and requires close collaboration with the Regional Director and other colleagues across Danmission offices. The role can also encompass broader functions such as Governance and Compliance oversight, Communication and Stakeholder Engagement, and Emergency Support as well as Advisory responsibilities and supervision, as ongoing programme delivery and operational needs require.

Position Details

- Duty Station:** East African Regional Office (**Zanzibar or Dar es Salaam**)
- Contract:** Full-time, 3-years with opportunity for renewal depending on performance
- Starting Date:** 1 September 2026, alternatively no later than 1 October 2026
- Probation:** First 6 months
- Salary:** 3,000,000 – 8,000,000 TZS per month (negotiable)
- Travel:** Required within Tanzania, Kenya, Madagascar, and other countries

About You

Professional Competencies & Experience:

- Experience with international development cooperation, including management of projects with funding from institutional donors (e.g. Danida, GEF, DFID, EU, UN agencies).
- Thematic expertise relevant to nature and climate programming, such as natural resources management, nature-based solutions, coastal and marine conservation, water governance, or sustainable tourism.
- Competence and efficiency in programme management, including knowledge of MEL (including outcome harvesting), HRBA and financial management.
- Demonstrated track record in institutional fundraising and proposal development.
- Ability to work with communities and grassroots groups, and experience working through partnerships and supporting organisational capacity strengthening.
- Understanding of localisation, local leadership and shifting power approaches in international development.
- Experience managing partnerships and working in multicultural and politically sensitive contexts.
- Proficient English language skills to comply with international reporting standards.
- Proficient Kiswahili language skills to effectively engage with partners, communities and key actors.
- Strong IT skills, including MS Office.

Personal Competencies:

- Strong intercultural, interpersonal, communication and networking skills.
- Capable of working both individually and as part of a team, and able to create supportive relationships with partners and stakeholders.
- Adhere to Danmission's Christian values as expressed in the Mission Statement.
- Good abilities to adapt and cooperate; flexible, willing to perform other duties and on occasion to work irregular hours.
- Ability to facilitate collaboration, learning and shared decision-making with partners.
- Strong relationship-building and influencing skills, and comfortable working in complex and changing environments.

About Danmission East Africa

Danmission is a Danish NGO rooted in Christian values, working with churches, religious institutions, and secular partners to foster sustainable, just, and equitable development.

The East Africa Regional Office (based in Dar es Salaam) coordinates activities across the region and supports partners to implement high-quality projects, undertake effective policy influencing work, and mobilise resources to fund programming.

We value diversity, inclusion, and innovation and provide a modern, supportive workplace where employees are empowered to grow and shape the office's operations.

How to Apply

- For questions that cannot be answered through this job posting or Danmission's website, contact Dickson Juma Shekivuli, Programme Manager Nature and Climate: T. +255 769 987 623 or djs@danmission.dk.
- Apply via the link provided latest 16th August 2026, ensuring your resume and motivated application are uploaded. **Applications via email will not be considered.**