<table>
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<th>TITLE</th>
<th>RECRUITMENT OF STAFF TO WORK WITH NATIONAL FUND FOR ENVIRONMENT (FONERWA)</th>
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<tr>
<td>TYPE OF CONTRACT:</td>
<td>OPEN CONTRACT</td>
</tr>
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<td>DATE OF ISSUE</td>
<td>JUNE 2020</td>
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**Background and context**

The Government of Rwanda (GoR) has prioritized green economy to guide national development through economic transformation that is environmentally sustainable and climate resilient. This is reflected in the National strategy for Transformation (NST1) which considers green economy among priority areas and identifies environment and climate change as a cross cutting issue to be mainstreamed across socio-economic sectors. At the highest policy level, the Cabinet approved the Green Growth and Climate Resilience Strategy (GGCRS) in 2011 to guide and drive the performance of all sectors of the Rwandan economy towards climate resilient and low Carbon development pathway. The National Fund for environment (FONERWA) was identified as the sustainable financing facility to ensure successful implementation of the GGCRS. As a result, the GoR has established and is committed to operationalize FONERWA. The Fund is supervised by the Ministry of Environment (MoE).

FONERWA’s mission is twofold:

1) To mobilize and manage resources for achieving environmental sustainability, climate resilience and green growth in order to promote Rwanda’s short, medium and long term sustainable development goals.

2) To fund projects and programmes by public and private sector organizations that produce results contributing to these objectives.

The fund has been operational since 2012 and has to-date successfully processed applications and supported the implementation of high quality project proposals that have met the rigorous and competitive criteria for funding.

FONERWA wishes to recruit competent personnel to fill the vacant posts in FONERWA Organizational structure. Below find the job positions and required qualifications and experience. Detailed Job descriptions and attributions is accessible on FONERWA website: www.fonerwa.org (see careers)
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<th>S/N</th>
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| 1   | Fund Management Specialist                       | • Organizes, improves and implements FONERWA’s approach in the provision of funds management services  
     | (1 position)                                     | • Ensures effective funds cycle management          
     |                                               | • Provide technical support to implementing partners in preparing the project proposal | • Master’s in Business administration and/or Masters’ Degree in economics  
     |                                               |                                                   | • 5 years of relevant experience in providing funds management advisory services and/or managing grants and project operational systems. |
| 2   | Human Resource Management specialist              | • Advice on Strategic Human Resource Management.   
     | (1 position)                                     | • Advice on Recruitment and Selection.              
     |                                               | • Advice the Management Team on Skills Development.  
     |                                               | • Advice Management Team on Employee Relations.    
     |                                               | • Advice on Performance Management Systems and Procedures | • Bachelor’s degree and/or Master’s degree in Human Resource, Public Administration, and Business Administration  
     |                                               |                                                   | • Master’s degree in Human Resource, Public Administration, and Business Administration  
     |                                               |                                                   | • 10 years working experience in human resource management and development field for Bachelor’s degree holders, or 5 years working experience in human resource management and development field for Master’s degree holders. Comprehensive knowledge of the Rwandan Public and Private Sectors human resource policies, regulations and procedures. |
| 3   | Internal Audit Officer                           | • Prepare annual audit plan                        
     | (1 position)                                     | • Carrying out financial review (Monthly and quarterly)  
     |                                               | • Carrying out annual systems audits               
     |                                               | • Carrying out compliance audits                  
     |                                               | • Providing advisory services                      
     |                                               | • Following up audit recommendations               | • Bachelor’s degree in Auditing, Finance, Accounting, Business Administration with at least an auditing professional qualification recognized by the Institute of Internal Auditors-Rwanda: Certified Public Accounts (CPA)  
     |                                               |                                                   | • 3 years of working experience as an auditor (internal or external auditor), financial controller, or organization risk management for |
Application procedure

To apply, please submit the relevant documents such as; your updated Curriculum Vitae (CV), copies of academic certificates, proven working experience and one-page cover letter detailing why you are interested in the position you are applying for. Please note that all applicants must apply through via email: recruitment@fonerwa.org

The deadline for submission of application is 30th June 2020 at 3:00 pm local time.

For more information, you may visit FONERWA website on www.fonerwa.org and for more enquiries please contact us on info@fonerwa.org

Done at Kigali on 16th June 2020

Hubert RUZIBIZA
Chief Executive Officer
National Fund for Environment - FONERWA