

## Remote Internship Opportunity:

### Governance Capacity-Building Framework (GCBF)

Governance Program

Honeyguide Foundation Tanzania

Website: [www.honeyguide.org](http://www.honeyguide.org)

Contact point: [intern@honeyguide.org](mailto:intern@honeyguide.org)

**When:** Summer 2023 (2 or 3 months)

**Internship type:** Remote internship

**Application deadline:** 27th of May, 2023

\*it is likely that early applications will fill this position before the deadline.\*

### What is Honeyguide Foundation?

**Honeyguide** is a grass roots, non-profit, non-governmental organization based in Tanzania dedicated to support communities and the conservation of wildlife and natural resources through long-term community partnerships. Our name comes from the African Honeyguide, a bird that actively guides humans and honey badgers to beehives. We chose it as our symbol as it is a beautiful example of the symbiotic relationship between humans and wildlife and of successful partnerships in general.

Honeyguide's primary focus is to build capacity for the sustainable governance of community-owned Wildlife Management Areas (WMAs) and to promote human-wildlife coexistence. Honeyguide works with community members from WMA villages, the WMA governing body (a community-based organization called the

Authorized Association), WMA management teams, village game scouts, anti-poaching units, private investors, partner NGOs and social enterprises as well as relevant government stakeholders. Proving that community-based conservation (CBC) & community-based natural resource management (CBNRM) can be successful approaches to environmental challenges by showing that the WMA model can produce both ecological and social benefits for wildlife and people is what we are working towards. Our vision is that communities and wildlife in Tanzania will benefit from coexistence and thrive for generations to come.



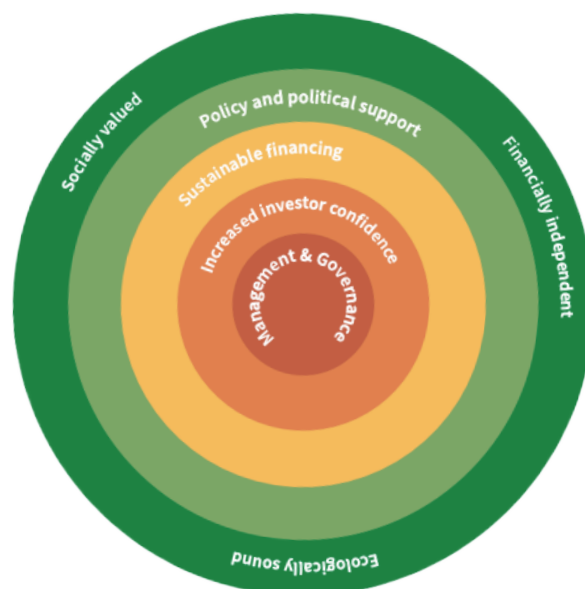
**Figure:** Protected areas of Tanzania (including WMAs)

### Honeyguide's Governance Program:

The governance program aims to build capacity for effective and equitable governance of land and natural resources in WMAs, this involves:

- **Evaluating the status of governance in a given WMA** using the [IIED](#)'s Site-level assessment of governance and equity ([SAGE](#)) assessment. Based on these results, a snapshot of the governance system is created and areas for improvement are identified.
- **Governance capacity-building activities** such as workshops and technical trainings with relevant stakeholders using our *Governance Capacity-Building Framework* ([GCBF](#)) which is based on Honeyguide's *Principles of Good Governance* that have been tailored towards the WMA context.
- **Development of Governance Handbook** based on this framework.  
Our goal is to publish this handbook and share it with all WMAs in Tanzania as well as partner organizations both locally and across the continent in other countries where similar models of CBNRM exist, such as Kenya and Namibia for example.
- **Governance assessment with our partner WMAs**, we are in the process of developing a project called *Governance in Action* ([GIA](#)) that will be used to assess the actual status of governance over time and adapt capacity-building activities to address challenges of the site-specific governance system.

In one sentence, governance at Honeyguide involves the use of these various innovative methods and approaches to improve the effectiveness and equity of environmental governance.



**Figure:** Honeyguide's theory of change

### **WE NEED YOUR HELP:**

#### Developing: Governance Capacity-Building Framework (GCBF) Handbook:

One of our goals is to create a Governance Handbook based on GCBF so that we can share Honeyguide's approach with WMAs, partner NGOs, civil society organizations and with other CBNRM stakeholders in Africa and beyond. We envision the Governance Handbook to be:

- A well-packaged, concise and easily digestible resource (approx. 20-30 pages).
- Covers common challenges, best practices and future opportunities.
- Formal summary of GCBF, GIA and an outline of the current CBNRM governance systems in Tanzania supported by on-the-ground experiences and academic literature.
- WMA case studies that connect the framework to on-the-ground experiences.
- Visual aids to create an understanding of complex concepts and processes.

### Possible Activities:

- Develop and improve the GCBF.
- Engage with WMA stakeholders to create case studies relating to governance.
- Creating visual aids using programs like LucidChart, Adobe Creative Suite, Canva, etc.
- Collecting qualitative and quantitative research to support GCBF.
- Connecting GCBF to CBNRM and environmental governance literature to demonstrate how the framework is an innovative and adaptable approach supported by academic research.

### Applicant requirements:

- Fluent in English.
- Bachelor degree (or currently studying) in relevant field (i.e. Governance, Sustainability, Natural Resource Management, Conservation, Wildlife Management, Development Studies, Sociology, Ecological Anthropology, Human Geography or other relevant fields).
- Completed course on qualitative or quantitative methods (preferably both).
- Motivational letter (no more than 1 page)
- Curriculum Vitae (CV)

### Applicant preferences (not required but favorable):

- Proficient in Swahili.
- Master degree in relevant field.
- Thesis/capstone on a related topic (i.e. Governance, CBC, CBNRM, protected areas, etc.)
- Familiarity with literature on the following topics: neoliberal conservation, environmental governance CBC, CBNRM, protected areas, human-wildlife coexistence, etc.
- Familiarity with the region of East Africa and Tanzania specifically.

### Additional information:

- This is a remote internship.
- You can register for this internship with your university in order to receive ECT credits.
  - Both **academic** and **professional** internships are possible.
- You will be provided with a certificate of completion and there is potential to be provided a reference letter (depending on performance).

Please submit **motivational letter** and **curriculum vitae** (CV) to the following e-mail:

[intern@honeyguide.org](mailto:intern@honeyguide.org)

Honeyguide Foundation

[www.honeyguide.org](http://www.honeyguide.org)

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