



In
partnership
with



African Crane Conservation Programme Community Project Specialist Vacancy

Purpose of the Position: The International Crane Foundation (ICF)/Endangered Wildlife Trust (EWT) Partnership's African Crane Conservation Programme (ACCP) is looking to fill a Community Conservation Specialist position. Contributing to all of the ACCP's projects across Sub-Saharan Africa, the person will be responsible for developing, guiding, monitoring and adapting the implementation of the community based strategies that form part of an integrated and holistic approach to conservation that includes cranes, wetlands and their surrounding catchments, and people. He/She will play a key role in providing mentorship and guidance to the ACCP team and will provide strategic input into all project outputs that include community-based strategies.

The ICF/EWT Partnership is an exciting partnership working across Sub-Saharan Africa to maintain stable wild populations of the four threatened crane species resident to sub-Saharan Africa: Wattled, Blue, Grey Crowned, and Black Crowned Cranes. We achieve this through conservation actions that effectively reduce threats to the species and their habitats, and through working closely with and integrating local communities, and key local, national and global stakeholders in our conservation approach.

The ICF/EWT Partnership currently has three regional hubs across Africa, located in South Africa, Zambia and Uganda, and will be expanding into West / Central Africa in the near future. This position will be based within one of these regional hubs.

Qualifications, experience and competencies required:

The minimum requirements for this position will include:

- Masters Degree in Social Science or related field or equivalent experience.
- Five or more years' experience in community-based projects.
- Demonstrated ability to think strategically and forge the partnerships needed to facilitate conservation and socio-economic impact that serves as a model for other conservation sites across Africa.
- Demonstrated experience in project management and the successful development and implementation of community-based projects.
- Experience in WASH, PHE and similar integrated approaches to community-based conservation.
- An understanding of implementing Community Climate Change adaptation/mitigation projects.
- Excellent written communication skills, including the ability to write correspondence and reports in a clear, concise, logical, and grammatically correct manner.
- Proven ability to work as a team across cultures, often in a virtual environment.
- Experience establishing, planning, monitoring and implementing project budgets.
- Good verbal communication skills, including speaking clearly and persuasively to individuals and groups; listening effectively; and responding effectively to questions from conservation colleagues, visitors, the media, and the general public.
- Ability to speak and understand English.
- Experience and comfort using word processing and spreadsheet software (MS Office) and internet search engines.
- A good understanding of data management.
- Valid driver's license and acceptable driving record.
- Flexibility to work the number and schedule of hours needed to accomplish regular and ad hoc job responsibilities.
- Ability to travel extensively regionally and internationally, working in other countries in Africa at least four times a year.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Drive and guide the development of community based conservation strategies (such as PHE and WASH) that contribute positively to our impact on cranes and wetlands, whilst building community resilience and improving livelihoods.

- Provide strategic input and guidance into the initiation and implementation of community-based Conservation Agreements, which includes a suite of livelihood options under negotiated benefit packages that will contribute to an expanding and growing sustainable economy around key crane sites in return for conservation action.
- Drive the development and implementation of community based socio-economic monitoring protocols (Including gender and social impact assessments) at all project sites, and compile regular reports on the impacts that our projects are having.
- Provide specialist input into the compilation, development and review of funding proposals, funder reports, documents and project outputs related to our community based conservation projects and strategies, in collaboration with relevant ICF/EWT Partnership staff.
- Provide guidance, mentorship and support to all of the ACCP staff involved with community based projects, ensuring that lessons learned, skills and experience are shared.

OTHER DUTIES AND FUNCTIONS

- Provide strategic input around community based conservation into the ACCP strategy, ensuring specifically that risks are identified and appropriate mitigation strategies outlined and that exit strategies are developed.
- Provide input into and guidance, where relevant, to other ICF and EWT community based projects.
- Provide guidance on the development, implementation and evaluation of education and awareness programmes at each project site.
- Develop and maintain a network of key collaborators and stakeholders at community, national and regional levels.
- Assist with the development of, adhere to and monitor all ACCP community-based project budgets.
- Develop an annual plan of operation for the position using evidence based conservation principles, guide the development of annual plans of operation for community based projects, and implement and monitor conservation activities accordingly.
- Share information about the project through relevant media channels, workshops and conferences as relevant.
- Submit at least one peer-reviewed scientific publication annually, and support other staff to work on publications.

PHYSICAL ABILITIES AND WORK ENVIRONMENT:

The physical abilities and work environment listed below are representative of those an employee encounters while performing the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Abilities:

- Ability to walk and/or remain standing for long periods of time.
- Ability to lift or move up to 15 kg; occasionally reaching, stooping or kneeling.
- Vision abilities including close, distance and peripheral vision.
- Ability to use hands and fingers to type.
- Ability to talk and hear.

Work Environment:

- Office environment with a comfortable office climate and limited noise.
- Frequently exposed to outdoor weather conditions.
- The noise level in the work environment is usually moderate.
- Extensive travel is required within sub-Saharan Africa, often in remote areas with limited comfort.

Interpersonal skills:

- Disciplined, innovative and energetic;
- Excellent communication and networking skills and fluency in English, the ability to converse in an additional relevant language would be advantages;
- The ability to work both independently and as part of team; and
- Self-motivated, disciplined and energetic with strong people skills and an approachable manner.

The EWT and ICF is an equal opportunity employer. Applicants are requested to submit a CV, and a detailed motivation as to how and why they would be the best possible candidate for the post. Applicants who have not been contacted within 10 days of the closing date must please assume that their applications were not successful. The EWT/ICF reserves the right not to make an appointment. All applications will be treated in the strictest confidence. Closing date 27 May 2018. To apply please e-mail your CV and a detailed motivation letter of why you are the best candidate for this position to Kerry Morrison on kerrym@dewt.org.za or mail to Private Bag X11, Modderfontein, 1645, South Africa or fax to +27 (0)86 636 5823.