



In
partnership
with



African Crane Conservation Programme Southern Africa Regional Manager: Zambia Vacancy

Purpose of the Position: The African Crane Conservation Programme (ACCP), a partnership between the International Crane Foundation (ICF) and Endangered Wildlife Trust (EWT), aims to secure the four threatened crane species resident to sub-Saharan Africa (Wattled, Blue, Grey Crowned, and Black Crowned Cranes) and the vital wetlands, grasslands, and agricultural systems they depend on. Our work focuses on key strategies of importance to biodiversity conservation across Africa, including water security, clean energy, land stewardship, sustainable agriculture, climate change adaptation, and community livelihoods, in adherence with the Sustainable Development Goals, Aichi Biodiversity Targets, and other global mandates. The Southern Africa Regional Manager is one of four regional leaders spearheading this work across Africa (along with East Africa, West & Central Africa, and South Africa Regional Managers). This position will be based in Zambia, with particular focus on the Kafue Flats, Liuwa Plain, Bangweulu Swamps, and other major floodplain systems.

We are looking for a dynamic, committed and confident person to lead the strategic planning, management and implementation of the ICF/EWT Partnership's strategy in southcentral Africa, encompassing primarily Zambia, but also including close networking with Angola, Botswana, Mozambique, and other neighboring countries. The person will be responsible for the operational management and the fulfillment of the strategy for the Southern Africa region, working on behalf of the Wattled and Grey Crowned Cranes occurring in the region and the grasslands, wetlands, floodplains and catchments on which they depend. This Southern Africa Regional Manager will engage in fund raising to support work in the region, together with the ICF/EWT Development team, including grant writing, private donor cultivation, and corporate relations. The Manager will drive an approach that integrates science with conservation action; secures cranes in the region; improves the protected status of key sites; improves the ecological integrity of key sites and their catchments; addresses and incorporates community needs and livelihoods at relevant key crane sites; and provides education opportunities to achieve the ACCP objectives. The person will also work strategically both within in Zambia and regionally, exploring opportunities for collaboration and the development of partnerships and strong networks that contribute to the ACCP objectives.

Qualifications, experience and competencies required:

The minimum requirements for this position will include:

- A minimum of a four year degree in the natural sciences or other relevant field.
- A minimum of 5 years' experience working in a relevant field and a proven track record in management.
- Strong management and supervisory skills, including an ability to provide oversight and mentorship to staff.
- The ability to network effectively, and collaborate with partners, stakeholders, and staff at all levels of organizations, including the free sharing of information and technical expertise as needed.
- Attentive to detail and thoroughness.
- Strong English writing skills, including the ability to effectively write reports, strategic plans in a clear, concise, logical and effective manner.
- Strong English verbal communication skills, including communicating effectively and persuasively with individuals and groups by listening effectively and answering questions effectively and appropriately.
- Proficiency in Microsoft Office suite of programmes, including Word, Excel and PowerPoint.
- Ability to analyse and anticipate situations, define problems and objectives, recognize alternatives, and formulate solutions.
- Flexibility to work the number and schedule of hours needed to accomplish regular and ad hoc job responsibilities.
- Possession of a valid driver's license, and suitable driving experience.
- Commitment to the mission of the International Crane Foundation and Endangered Wildlife Trust.

Preferred Qualifications

- Competency in GIS and spatial analyses.
- Understanding of wetland ecosystems and a knowledge of tools to monitor the services they provide or health of the system.
- A good knowledge of species monitoring tools and ability to analyse data.
- Skills in data management.
- Proficiency in one or more other major languages of the regions

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Provide strategic input into and assist the ICF/EWT Partnership Manager and Regional Managers with the development and growth of the ACCP across sub-Saharan Africa.
- Provide strategic input into and assist with the compilation, development and review of funding proposals, funder reports, documents, newsletters and project outputs, in collaboration with the relevant ICF/EWT Partnership staff.
- Assist with the financial sustainability of the ACCP: budget development, monitoring and management; develop and implementation of a fundraising strategy; income generation through fund raising efforts; and ensure that donor relations are optimized through timeous reporting and effective relationship development and maintenance.
- Oversee the effective and efficient administration across the ACCP, which includes financial management, general correspondence and travel logistics.
- With the ICF/EWT Partnership Manager and relevant Regional Manager, oversee the development and management of all contracts and consultancies within the ACCP, and ensure that all partnerships are working effectively.

OTHER DUTIES

- Oversee the development, logistical support and effective implementation of conservation projects and activities that cut across regions (as relevant).
- Compile the ACCP annual reports and provide assistance with the development and revision of annual work plans, project management plans, and individual action plans across the ACCP.
- Provide input into ACCP communications, campaigns and professional communications.
- Represent ACCP, ICF and EWT at meetings internally and externally as required.

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, stopping 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 (or regularly) exposed to outdoor weather conditions.
- The noise level in the work environment is usually moderate.
- Extensive travel is required within East Africa, often in remote areas with limited comfort.
- International travel outside of the region will be limited to moderate.

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 kerrynm@ewt.org.za or mail to Private Bag X11, Modderfontein, 1645, South Africa or fax to +27 (0)86 636 5823.