



## **Recruitment Advert Mara Predator Conservation Program Director September 2017**

### **Organisation**

Established in 2007 by a group of passionate safari guides and conservationists, Kenya Wildlife Trust is the country's principal predator conservation trust. Our vision is a Kenya where predator populations are a cornerstone of thriving ecosystems. Our mission is to provide funds to data-driven and community-supported predator conservation efforts, to enable the long-term viability of predator populations in Kenya. Our model is simple - we raise funds, award grants, monitor and evaluate those grants, and communicate their impact to our donors and other stakeholders.

### **Position**

Kenya Wildlife Trust is seeking a full-time Mara Predator Conservation Program Director to oversee and develop its flagship predator conservation projects (currently focusing on lion and cheetah).

The Program Director will be based in the Mara (on-site accommodation is provided) at the Tony Lapham Predator Hub in the Olare Motorogi Conservancy. The Program Director will be responsible for managing Kenya Wildlife Trust's Mara-based team. S/he will report to the Chief Executive Officer (CEO) and work closely with colleagues in both Nairobi and the Mara, as well as the Board of Trustees and Scientific Advisory Committee.

On appointment, the successful candidate will be rewarded with a competitive salary and benefits, due to the job location.

### **How to Apply**

We are seeking applications from qualified individuals with excellent references. To apply, please send us your CV, the names and email addresses of three professional referees, and a cover letter (no more than two sides of A4) explaining why your skills and experience make you the ideal candidate for this position.

**Please send your application to [info@kenyawildlifetrust.org](mailto:info@kenyawildlifetrust.org) by 5pm East African Time on Monday 2<sup>nd</sup> October 2017.**

Applications received after this deadline will not be considered. Shortlisted applicants will be contacted within one week to arrange an interview.

## Job Description & Person Specification

<b>Role Overview:</b>	<p><b>Mara Predator Conservation Program</b></p> <p>Kenya Wildlife Trust's Mara Predator Conservation Program currently comprises the Mara Lion Project and Mara Cheetah Project, both established in 2013 as long-term conservation projects. The two fundamental goals of the project have been to determine the current status of lions and cheetahs in the Greater Mara ecosystem, and to identify and mitigate the major threats seen as causing declines in the current populations. The outputs from both projects have important implications for lion and cheetah conservation both in Kenya and in the rest of Africa.</p> <p>Following a strategic review in 2016, Kenya Wildlife Trust plans to bring the cheetah and lion projects together under the Mara Predator Conservation Program.</p> <p>With this shift, Kenya Wildlife Trust seeks to bring on board a new Program Director, as the two Project Directors move into scientific advisory roles. Initially, the Program Director will be involved in merging both projects under the banner of Mara Predator Conservation Program. Through this merging, Kenya Wildlife Trust aims to enhance connectivity, simplify management structure, improve fundraising prospects and open up future opportunities for the organisation to invite other scientists and conservationists to work from the Tony Lapham Predator Hub, the organisation's base in the Mara.</p> <p><b>Program Aims</b></p> <ol style="list-style-type: none"><li>1. To support stable, healthy predator populations in the Greater Mara Ecosystem by providing scientific evidence for conservation action</li><li>2. To ensure that key stakeholders in the Greater Mara Ecosystem consistently utilise sound scientific information to inform conservation strategies</li><li>3. To ensure that community members and landowners demonstrate increased understanding and appreciation of the role of predators in the ecosystem</li></ol> <p><b>Role Summary</b></p> <p>The Program Director has overall responsibility for the Mara Predator Conservation Program and reports to the Kenya Wildlife Trust CEO. S/he will oversee the Program's three core</p>
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	<p>components: fieldwork, community engagement, and operations of the Tony Lapham Predator Hub.</p> <p>S/he will lead on the execution of the Program’s Strategic Plan and will actively engage with the wider Kenya Wildlife Trust team and Board of Trustees to report on the Program’s progress and challenges.</p> <p>S/he will work with colleagues, partners, donors and stakeholders to secure, maintain and grow support for the Mara Predator Conservation Program. As such, s/he will have leadership qualities, passion, strong interpersonal skills and the ability to create the right chemistry with a range of stakeholders.</p>
<b>Accountabilities</b>	
<b>Program Goals</b>	<b>Key Accountabilities / Responsibilities:</b>
<b>Goal 1. Collect data &amp; monitor predator populations and key ecological variables</b>	<p><b>Data collection:</b></p> <ul style="list-style-type: none"> <li>• Supervise all data collection, ensuring it is in line with the Program’s strategic plan</li> <li>• Ensure all data collection is of consistently high quality</li> <li>• Supervise team to ensure all fieldwork runs effectively and efficiently</li> </ul>
	<p><b>Data management:</b></p> <ul style="list-style-type: none"> <li>• Manage program databases through data checking, validation and quality control.</li> <li>• Ensure all lion and cheetah catalogues and all databases are regularly updated</li> <li>• Ensure all databases are regularly backed up with copies stored in the Predator Hub and Kenya Wildlife Trust’s Nairobi office</li> <li>• Ensure all collected lion and cheetah samples are delivered to the Kenya Wildlife Service (KWS)</li> </ul>
	<p><b>Lion and Cheetah Collaring:</b></p> <ul style="list-style-type: none"> <li>• Work with colleagues and KWS to ensure smooth deployment and retrieval of lion / cheetah collars</li> <li>• Coordinate the tracking of collared individuals</li> </ul>
<b>Goal 2: Analyse data</b>	<p><b>Acquiring other data:</b></p> <ul style="list-style-type: none"> <li>• Ensure that third party data and data that is collected</li> </ul>

and convert findings to relevant, user friendly information to inform conservation strategies	by non-project staff (e.g. resident guides across the Mara) is obtained and made available for analysis
	<b>Analysing data:</b> <ul style="list-style-type: none"> <li>Interrogate and analyse all acquired data</li> </ul>
	<b>Collaboration with other researchers:</b> <ul style="list-style-type: none"> <li>Work with colleagues and Program Research Advisors to identify and fill knowledge gaps with collaborators where necessary</li> <li>Establish positive collaborations to help ensure the Program and Tony Lapham Predator Hub each reach their potential</li> </ul>
Goal 3: Establish effective dialogue with key stakeholder groups that inform conservation strategies and data collection approach	<b>Build trusted relationship with KWS, Narok Country Council, Maasai Mara Wildlife Conservancies Association, Conservancy Management and any other key stakeholders:</b> <ul style="list-style-type: none"> <li>Work with Community &amp; Public Relations Manager to develop and implement stakeholder engagement agenda</li> <li>Work with Community &amp; Public Relations Manager to identify gaps in engagement and plan how best to fill them</li> <li>Ensure the Mara-based team is aware of and involved in all stakeholder engagements</li> <li>Submit quarterly progress reports to key stakeholders (including KWS, Narok Country Government, Maasai Mara Wildlife Conservancies Association and Conservancy Management) featuring key outcomes and relevant recommendations</li> <li>Attend conferences and meetings as required</li> </ul>
	<b>Increase public understanding and appreciation of predators in the Greater Mara Ecosystem:</b> <ul style="list-style-type: none"> <li>Work with Kenya Wildlife Trust colleagues to develop communications plan</li> <li>Work with Community &amp; Public Relations Manager to implement communications plan</li> <li>Engage with media (including in-person visits)</li> <li>Engage with potential and existing donors as required</li> </ul>
Goal 4:	<b>Human Resources:</b>

<b>Effective and Efficient Management &amp; Operations</b>	<ul style="list-style-type: none"> <li>• Identify gaps in team and recruit to fill any such gaps</li> <li>• Develop job descriptions and quarterly objectives for all direct reports</li> <li>• Coordinate team training and development opportunities</li> <li>• Mentor research staff to build capacity</li> <li>• Conduct and oversee performance reviews for Program staff</li> </ul>
	<p><b>Predator Hub Management:</b></p> <ul style="list-style-type: none"> <li>• Oversee management of the Tony Lapham Predator Hub through Program Administrator</li> </ul>
	<p><b>Financial Management:</b></p> <ul style="list-style-type: none"> <li>• Develop and manage Predator Program annual budget (including Predator Hub expenditure), working with the Kenya Wildlife Trust Finance Manager as required</li> <li>• Manage specific Program grant budgets</li> <li>• Prepare donor and internal financial reports as required for Finance Manager's review</li> <li>• Work in partnership with Finance Manager to identify any financial concerns</li> </ul>
<b>Goal 5: Fundraising</b>	<p><b>Fundraising:</b></p> <ul style="list-style-type: none"> <li>• Identify potential Program donors in partnership with Kenya Wildlife Trust colleagues and Scientific Advisors</li> <li>• Cultivate donor relationships on behalf of the Program</li> <li>• Lead on Program grant proposal development, working with colleagues including the Programs Manager</li> </ul>
<b>Person Specification</b>	
<b>Education &amp; Certifications</b>	<ul style="list-style-type: none"> <li>• Minimum of Masters Degree in Conservation Biology, Zoology, Ecology or other relevant disciplines</li> <li>• Possess a valid and clean driving licence (ideally Kenyan)</li> <li>• Be eligible to work in Kenya (ideal but not essential)</li> </ul>
<b>Essential Experience</b>	<ul style="list-style-type: none"> <li>• At least five years' research experience working for a field-based conservation project, ideally in East Africa</li> <li>• Experience working in savannah ecosystems, preferably with migratory wildlife</li> <li>• Collection, analysis and interpretation of large datasets</li> <li>• Project management (including financial management)</li> </ul>

	<ul style="list-style-type: none"> <li>• Team management</li> <li>• Technical report writing</li> <li>• Relationship management e.g. donors</li> </ul>
<b>Essential Knowledge</b>	<ul style="list-style-type: none"> <li>• Working knowledge of at least one savannah ecosystem</li> <li>• Understanding of the objectives of Kenya Wildlife Trust and the Mara Predator Conservation Program</li> <li>• Knowledge of Africa savannah ecology and their underlying challenges</li> </ul>
<b>Essential Skills</b>	<ul style="list-style-type: none"> <li>• Leadership skills</li> <li>• Demonstrable written and verbal communication skills</li> <li>• Ability to synthesise information and communicate it effectively</li> <li>• Ability to identify research needs and implement established research-based strategic plans</li> <li>• Field research skills</li> <li>• In-depth knowledge of the workings of mobile data collection techniques</li> <li>• Proficient in the use of GIS</li> <li>• In-depth working knowledge of the Microsoft Office Suite, in particular Access</li> <li>• Proficient in the use of digital communication tools</li> </ul>