



© Ruben Bañuelos Bons / FFI

Project Manager, Game Reserves, South Sudan

“In the past century Fauna & Flora has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,
Fauna & Flora Vice-president

Fauna & Flora

At Fauna & Flora, our shared purpose is to protect the diversity of life on Earth, for the survival of the planet and its people. We work closely with local conservation partners around the world to save nature, together. We harness this collective expertise to inspire positive change globally.

Africa Programme

Working closely with local partners, Fauna & Flora currently operates in 13 countries in West, Central, East and Southern Africa, and is implementing a range of projects focused on species and habitat conservation, biodiversity planning, protected area management, institutional development and capacity building, sustainable use and community-focused wildlife management initiatives. With waterfalls and mountains, deserts and rainforests, wetlands and savannah, Africa is a continent of true splendour. Beneath its wild and ancient landscapes lie resources literally as rich as diamonds, copper and coltan, and its wildlife is as diverse as its cultures. Africa harbours fauna and flora as magnificent as its terrains, including large mammals that occupy huge expanses of land. Mountain gorillas, pygmy hippos, mpingo trees (whose timber is prized for musical instruments) and the desperately rare northern white rhino are just some of the species symbolic of this region. Some of the work currently being undertaken by Fauna & Flora in Africa is the protection of mountain gorillas, African elephants and lions from deforestation and poaching.

South Sudan Programme

Fauna & Flora is bringing its extensive experience of working in conflict and post-conflict countries to South Sudan. We have been working in-country since before its independence (when concern for the fate of this area's wildlife provided the original catalyst for the founding of our organisation) and have managed to maintain a presence despite the ongoing conflict. Our work initially focused on working with the government to restart conservation in the dormant Southern National Park. We also joined forces with the Ministry of Wildlife Conservation and Tourism with the aim of verifying anecdotal sighting of the northern white rhino – one of the last places these animals had been seen in the wild. Sadly, none was found during the extensive search.

In 2013 we were forced to put our work in Southern National Park on hold due to renewed conflict in the area. Since then, we have been focusing our efforts on protecting an important tropical forest area on the border of the Democratic Republic of Congo. This forest corridor is nationally unique and contains chimpanzees, two pangolin species and South Sudan's only population of forest elephants. Despite much tension between people and authorities in South Sudan, we have been able to set up a successful project that sees community wildlife ambassadors and Wildlife Service rangers working together to patrol and monitor the forest. Not only is this helping to reduce threats to biodiversity, but it is also providing a foundation for stability and security in the area.

The Opportunity

Fauna & Flora is seeking an experienced conservation professional to fulfil the role of Project Manager, who will assume responsibility for managing implementation and development of the Bangangai and Bire Kpatou Game Reserves, Western Equatoria State, South Sudan.

The successful candidate will have a substantial proven track record in supporting protected area management, ideally with experience of co-management and development models working with community members, in Africa. They will be skilled in providing strategic advice and technical input to the design, development, implementation, evaluation and reporting for projects and will have excellent project, grant and financial management skills.

Excellent people management skills are essential to the role to ensure a professional and motivated team that delivers effectively against project aims, objectives and timelines. The role also requires a skilled and credible communicator, who is confident in developing and managing relationships with partner organisations and relevant stakeholders, and able to write donor proposals and reports. Additionally, the ability to lead and operate in a conflict / post-conflict situation is essential.

The successful candidate will have a substantial track record in project management, fundraising and capacity building, community mobilisation and engagement as well as a commitment to organisational, donor and legal compliance.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Two year, fixed-term contract
Probation Period:	Six months
Gross Salary:	USD 34,190
Location:	Fauna & Flora's office in Yambio, South Sudan. With extended trips to field sites and with domestic travel to Juba as required.
Benefits:	For international appointments, expatriate benefits will apply: <ul style="list-style-type: none">• 25 working days annual leave entitlement• Medical insurance• Annual return flight home• Relocation flight on commencement of employment (if applicable)• Repatriation flight on termination of employment (if applicable)• Provision of accommodation• Rest and Recuperation (R&R) package
Hours of Work:	This is a full-time position, working 40 hours Monday to Friday inclusive. These hours may vary depending on the requirements of the job in the field.

Job Description

Job Title:	Project Manager, Game Reserves
Reports to:	Landscape Manager, Western Equatoria, South Sudan
Line manager of:	Local team members supporting work at project site(s)
Key working relationships:	South Sudan Programme Team (South Sudan) Africa Programme Team (UK) Finance Business Partner, East Africa (UK) Cross-cutting staff (UK) Uganda Programme Team (Uganda)

Purpose:

Working closely with the Landscape Manager, Western Equatoria (LM-WE), the Project Manager will support delivery of Fauna & Flora's vision for Western Equatoria landscape by leading the coordination, implementation and monitoring and evaluation of Fauna & Flora supported field activities in specific field sites. Achieving lasting impacts through excellent programme management including maintenance of stakeholder relationships and in full compliance with Fauna & Flora and donor financial guidelines and funding agreements.

Main Duties:

Under the line-management of and in collaboration with the LM-WE and working with the relevant project teams, the Project Manager, Game Reserves will have the following responsibilities:

Implementation and Operations

- Ensure effective and quality planning and implementation of activities to meet agreed project objectives; in line with existing management agreements and agreed best practice measures, and coordinating and accounting for resource availability, including Fauna & Flora staff, partners and other stakeholders. Field activities include but are not limited to:
 - Developing and improving the protected area management of target sites
 - Technical input into the coordination of law enforcement and biomonitoring patrols and research, and, as required, leading these activities in the field
 - Technical input and support into the establishment and development of other effective area-based conservation measures (OECMs) outside of formally protected areas
 - Overseeing development and maintenance of infrastructure and assets (ranger posts, outposts, roads, bridges, wells, storerooms, motorbikes, radios)
 - Procurement and distribution of supplies and equipment
 - Ensuring that site-level stakeholders, including Wildlife Service rangers, Community Wildlife Ambassadors (CWAs), and local communities, are kept informed of activities and given opportunities to feed into processes and decision making
- Ensure that all activities are delivered in line with agreed timelines and budgets, according to each donor's contractual and administrative requirements, and in compliance with donor and Fauna & Flora operating standards, policies and procedures, and funding agreements

- Ensure all approaches used are those that are standardised across the South Sudan and wider Africa programme, and in collaboration with Fauna & Flora staff and partners in the landscape
- Develop, implement and manage processes for the effective monitoring and evaluation of Fauna & Flora's work in the target sites, ensuring timely adaptation of activities, as required and following Fauna & Flora and donor processes for change, to meet project aims, objectives and timelines, and support the dissemination of lessons learnt
- Ensure that all activities are fully evidenced through excellent record keeping and data storage, in compliance with both Fauna & Flora and donor requirements, to enable regular monitoring and progression of impacts
- Ensure that field operations are conducted to a high standard of health, safety, welfare, environmental good practice and cultural sensitivity, in line with Fauna & Flora global policies and procedures and any national policies and procedures

Development

- Contribute to strategic planning and development of Fauna & Flora's work in the Western Equatoria landscape
- Develop and contribute to funding proposals that meet project outcomes and objectives, ensuring the accuracy and relevancy of work planned, input from relevant staff and partners and that the proposed work is fully aligned with Fauna & Flora's strategy
- Ensure proposal budgets are appropriate for project implementation, address priorities and gaps, consider match funding requirements, and meet staff and field operational costs and institutional overhead requirements

Financial Management and Reporting

- Ensure Fauna & Flora internal reporting requirements and all grant reporting requirements are met in an accurate and timely manner
- Input into the annual budgeting and periodic reforecasting processes for the South Sudan programme

Grant Management

- As required, undertake specific fund management responsibilities where appropriate, including:
 - Lead Fauna & Flora and donor technical report writing and editing, coordinating the inputs of team members, cross-cutting teams, specialists and partners, ensuring accurate and timely technical reports as per Fauna & Flora's and donor requirements
 - Ensure all landscape-level funding proposals and resulting contracts and grant agreements are appropriate to, and comply with, Fauna & Flora operating standards, the Fauna & Flora Delegation of Authority (DoA), and implementation context within the region
 - Delivery of grant funded projects within time-frames and budgets
 - Manage project inputs from relevant technical and operational staff, consultants, and implementing partners, ensuring appropriate contracts are in place where relevant
 - Be responsible for fund finances and ensure all expenditure complies with donor and Fauna & Flora regulations, and the DoA

- Prepare project financial reports, with support from the FBP, Africa and ensure timely, high quality and accurate technical, operational and financial funder and institutional reporting
- Ensure the regular back-up and appropriate storage of all data on implemented Fauna & Flora systems such as a monitoring system, as well as “cloud” based online storage

HR/Staff Management

- As required, provide strong and motivational management to line reports to support efficient, effective delivery of Fauna & Flora’s conservation programme in South Sudan through objective setting, continuous performance management, annual appraisal, training provision and personal development planning
- Support project team members to ensure work plans are in place to meet project aims, objectives and timelines and ensure that projects are implemented in line with work plans and within budget

Partner Relationship / Representation

- Establish and actively maintain a positive and productive working relationship with key project stakeholders in government, communities, NGOs and the private sector, including through capacity building and mentoring where required
- As required, represent Fauna & Flora and its work in South Sudan, developing its profile and promoting its work to third parties, including diplomatic and government agencies, communities, NGOs, for profit entities, academic institutions, funders, and media
- Represent Fauna & Flora at various partner and stakeholder coordination platforms for successful implementation of landscape activities

Other

- With the agreement of the LM-WE, perform any other tasks that may be requested from time to time that are appropriate to skills and experience
- Provide Fauna & Flora Communications and Fundraising Departments with text and images as required for the production of up-to-date communications and fundraising material (e.g., web pages, articles, reports) to ensure visibility of Fauna & Flora’s work in the landscape
- Support a culture of excellent communication, sharing of knowledge, lessons learnt and best practices and collaboration between project staff, wider Fauna & Flora team members, implementing partners and other stakeholders as appropriate
- Work as an active member of the South Sudan and wider Africa team and attend South Sudan and Africa team meetings and work planning sessions as required
- Provide technical input, where appropriate and requested, on other work undertaken by the wider Fauna & Flora Africa programme

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Fluent written and spoken English skills • Excellent project management skills • Excellent financial management, including budgeting, reforecasting and procurement skills • Excellent people management skills, with ability to motivate and performance manage individuals to achieve excellence • Excellent community consultation / outreach and facilitation skills • Effective problem-solving skills • Excellent verbal communication, networking and interpersonal skills, with ability and confidence to present, negotiate and persuade at all levels • Excellent written communication skills, including report and proposal writing • Effective prioritisation and time management skills • Competent computer skills, including MS Office, data management and statistical analysis 	<ul style="list-style-type: none"> • Ability to lead in the design of biodiversity survey methodologies • Mechanical, engineering or equivalent practical skills when operating in remote, developing countries
Knowledge and experience	<ul style="list-style-type: none"> • Undergraduate degree in ecology, conservation biology or a related discipline or equivalent work experience in a relevant field • Proven experience in project design, development, implementation, risk management and evaluation • Professional experience working in biodiversity conservation • Technical conservation skills related to protected area management planning, law enforcement, biomonitoring and management of natural resources • Proven track record in managing contracts/grants • Project management experience, with a focus on protected area management • Proven track record of community empowerment, of building community relations and managing conflict situations • Experience in community development and/or poverty reduction activities related to 	<ul style="list-style-type: none"> • Master's degree in ecology, conservation biology or a related discipline or equivalent work experience in a relevant field • Proven ability of assessing capacity, mentoring and developing project staff and partners • Experience of use/implementation of SMART or similar ranger-based monitoring tools • Experience leading in awareness raising and/or environmental education activities • Experience of implementing and

	<p>protected area threat reduction Experience in the design/implementation of species conservation activities</p> <ul style="list-style-type: none"> • Proven track record of working successfully with government counterparts, preferably in Africa • Proven track record in project development and fundraising, including managing donor relationships • Experience in working in areas of current unrest, or in post-conflict situations, and/or in dealing with situations arising as a result of wider unrest/conflict on a local, regional or national scale • Long-term experience living and working in remote locations with limited resources and amenities, and content to live in such conditions again for extended periods • Experience of managing large (100,000 USD plus) multi-year grants from statutory sources 	<p>monitoring community livelihood activities</p> <ul style="list-style-type: none"> • Experience using FPIC (Free, Prior, Informed Consent) processes • Experience managing field research and biomonitoring, including camera trapping and other biodiversity survey techniques • Experience of working in Eastern Africa, preferably South Sudan
Behavioural qualities	<ul style="list-style-type: none"> • Demonstrates Fauna & Flora's values • Self-motivated, independent and resourceful • Team player, with ability to seek out views of others and build positive working relationships • Confident in managing work in remote settings • Respecting the views and opinions of others • Ability to work under pressure and to deal with challenges in a positive and constructive way • Commitment to working in a collaborative manner, listening to the team, sharing information and learning • Ability to work within a multi-cultural environment 	
Other	<ul style="list-style-type: none"> • Ability to travel regularly and at short notice within South Sudan/Uganda 	<ul style="list-style-type: none"> • Experience driving a manual shift vehicle, and willingness to drive in South Sudan • An understanding of key issues impacting conservation in South Sudan and/or the East Africa region

Fauna & Flora Values

Values underpin who we are and how we act. Just as values shape who we are as individuals, they define us as an organisation, creating the culture of success for which Fauna & Flora is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

- We act with integrity
- We are collaborative
- We are committed
- We are inclusive, supportive & respectful
- We get things done

How to Apply*

***Previous applicants need not apply**

Applications should consist of the following:

- Covering letter explaining why you are applying, relating your experience and skills to the role
- Full CV
- Contact details for two referees (who will not be approached without your permission)

Applications should be submitted electronically to africajobs@fauna-flora.org.

Please mark your application '**Project Manager, Game Reserves, South Sudan**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is Sunday 28 July 2024. Interviews are likely to take place during the week commencing 12 August 2024.

No agencies please.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed candidates. If you do not hear from us within four weeks of the closing date, please assume that you have not been successful on this occasion.

Applicants with Disabilities

Fauna & Flora encourages applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact Bethan New, People Officer, International on: bethan.new@fauna-flora.org.

Fauna & Flora values diversity and is committed to equality of opportunity