“Over the past century FFI has systematically saved species from extinction and protected habitats from destruction. Their solutions were always practical, effective and sustainable in the local circumstances.”

Sir David Attenborough, FFI Vice-president
Fauna & Flora International

Fauna & Flora International (FFI) protects threatened species and ecosystems worldwide, choosing solutions that are sustainable, based on sound science and take account of human needs. Operating in more than 40 countries worldwide, FFI saves species from extinction and habitats from destruction, while improving the livelihoods of local people. Founded in 1903, FFI is the world’s longest established international conservation body and a registered charity.

The Africa and DRC Programme

Working closely with local partners, FFI’s Africa Programme currently operates in 14 countries in West, Central, East and Southern Africa and implements a range of projects focusing on species and habitat conservation, biodiversity planning, protected area management, institutional development and capacity building, sustainable use and community-based natural resource management initiatives.

FFI’s DRC Programme has been active in the Maiko-Kahuzi Biega Landscape in the eastern DRC since 2008. Currently the programme operates in three local community forest concessions (CFCLs: the already designated Bitule CFCL, Omate CFCL; and the soon to be designated Kanyama CFCL) along with sectors of Maiko and Kahuzi Biega National Parks, implementing a range of activities focused on the conservation of great apes and other key species and their habitats.

A particular emphasis of our work is to attain co-existence: accompanying and building the capacity of communities and other local stakeholders towards the sustainable management of natural resources in protected areas and community forests for the benefit of both people and wildlife. This bottom-up approach to engagement with communities has been successful in the three aforementioned community forests and FFI would like to ensure that this is maintained into the future, as well as apply the same principles and practices to increase conservation impact across the wider area. FFI is thus now embarking on an ambitious expansion of its activities in the Maiko Landscape, in particular within Maiko National Park (MNP) where in the long-term we seek to ensure a DRC-owned and implemented approach to the sustainable conservation of wildlife, ecosystems and biodiversity, with people’s rights placed front and centre.

The Opportunity

We are seeking a highly competent and effective leader, who, with a wider national and global FFI team, will work closely alongside DRC’s protected area authority - the Congolese Institute for the Conservation of Nature (ICCN), and local stakeholders, to lead this ambitious programme of work.

You will have a proven track record in leading, developing and delivering effective conservation or development programmes within a politically and conflict sensitive environment, in Africa. You will have proven expertise in building relationships and negotiating agreements with a variety of stakeholders, and a critical awareness of the importance of environmental and social safeguards in order to design an approach based on global best practice. Ideally, you will have experience of
collaborative and integrated approaches to protected area management at scale, community based natural resource management, and given the challenges in eastern DRC, conflict resolution and/or peace building.

Excellent leadership and people management skills are essential to the role to ensure a professional and motivated team that delivers effectively against programme aims, objectives and timelines. The role also requires a skilled and credible communicator, who is confident in developing and managing relationships with different government divisions, communities, partner organisations and other relevant stakeholders. With a structured but adaptable approach to your work, and a clear focus on results and impacts you will be able to help FFI drive effective and collaborative biodiversity protection in this critically important forest landscape.

Terms and Conditions

Start date: As soon as possible
Duration of the contract: Two year, fixed-term contract with potential for renewal
Probationary period: Six months
Salary: Commensurate with skills and experience
Place of employment: Kisangani, Walikale or Lubutu, DRC.
This position will be based in one of the above locations and will be within a day’s road travel of Maiko National Park HQ.

Benefits: For international appointments, FFI expatriate benefits will apply:
- 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

Working hours: This position is a full-time position, working Monday to Friday from 8am to 5pm, although this may vary depending on the demands of the fieldwork.

Job description

Title: Project Director, Maiko Landscape
Line Manager: Senior Programme Manager, West and Central Africa (SPMWACA)
Line Manager of: Senior Technical Specialist, Protected Area Management, Maiko Landscape Manager, Community Forests, Maiko Landscape Programme Support Staff (e.g. Finance Officer) Other Technical Staff (e.g. Safeguards Officer)
**Key internal relationships:** Manager, Field Operations, DRC
Grant and Operations Manager, DRC
Finance Business Partner, West and Central Africa
Regional Director, Africa

**Key external relationships:** Directeur Generale, ICCN,
Chief Park Wardens of Maiko and Kahuzi-Beiga National Parks
Local associations of the three community forests,
Local and provincial government authorities
Other conservation partners operating in eastern DRC and the private sector as relevant.

**Purpose of the role:**

The purpose of the role is to increase effective conservation impact across the Maiko Landscape (ML), namely: Maiko National Park (MNP) and the three Local Community Forest Concessions (CFCLs) lying on its western boundaries. Working alongside the Manager, Field Operations, DRC, the Senior Programme Manager for West and Central Africa, the Regional Director Africa and ICCN, the role will be central to the identification, development and potential implementation of a roadmap towards the effective and sustainable conservation of MNP. Supported by staff based at the DRC programme’s central office in Goma, the role will also be accountable for the overall day-to-day implementation of activities across the Maiko Landscape, including fund management, financial management, staff supervision, safety and security and reporting.

**Specific Duties:**

Under the immediate supervision of the Senior Programme Manager West and Central Africa (SPMWACA), the Project Director, Maiko Landscape will:

**Project Development**

- Lead the negotiation and development of a long-term roadmap that brings all stakeholders to a joint and clear vision of a Congolese-led approach to sustainable co-existence
- Lead effective negotiations with national and local stakeholders that enable the progressive development and implementation of the roadmap
- Ensure the roadmap has:
  - Clear milestones that consider FFI, donor and other stakeholder requirements such as baseline and feasibility assessments, national park management agreements, sustainable financing initiatives, capacity building programmes etc.
  - Clear activity plans that consider budget and resourcing
  - A robust MEL framework that enables timely adaptive management, considers gaps, baselines and other feasibility assessments and issues along with practical considerations such as location complexities and budget etc.
- Contribute to fundraising proposals that will fund the roadmap
- Provide technical advice and input as required on project related issues and priorities, best practice project design, development, implementation and monitoring on current and forthcoming activities
- Provide technical advice as required to partner organisations including ICCN, community forest associations and other local stakeholders including advice in the areas of environmental and social safeguards, stakeholder inclusivity/engagement, and conflict resolution
• Oversee the day to day implementation of project delivery across the Maiko Landscape, ensuring high environmental and social safeguards standards
• Ensure compliance with FFI operating standards, policies and procedures, contracts and grant agreements
• Ensure that work plans are in place that enable Maiko Landscape activities to meet aims, objectives and timelines, and that they are implemented within budget and offer the best possible value for money
• Ensure the effective monitoring and evaluation of Maiko Landscape activities, ensuring timely adaptation of activities as results dictate
• Provide strong and motivational management of the Maiko Landscape team to ensure each role contributes to the efficient, effective delivery of FFI’s conservation goals in the region through objective setting, continuous performance management, annual appraisal, training provision and personal development planning
• Responsible for ensuring the identification, minimisation and management of safeguarding issues and risks and the implementation of safeguarding priorities and good practice for the project
• Alongside the Manager, Field Operations, ensure that FFI internal reporting requirements and all technical donor reporting requirements are met in an accurate and timely manner
• Ensure regular and effective communication and coordination within the Maiko Landscape project team (including regular team meetings) and with the wider DRC programme

Financial Compliance
• Manage Maiko Landscape funds in compliance with internal financial policies and procedures, contracts and fund agreements and procurement requirements
• Ensure that projects and funds remain within the remit of their initial design, budget and proposal and prepare any amendments when necessary
• Ensure accurate financial management of the Maiko Landscape activities, including appropriate cash flow and prompt transfer of financial records to the DRC programme’s central office in Goma

Safety and Security
• At all times, be aware of the security situation in DRC, and particularly the Maiko Landscape and communicate issues of concern swiftly to the Manager, Field Operations and SPMWACA, advising of potential impact on staff, operations, projects and finances
• Fufill the leadership role when safety and security risks are identified in the Maiko Landscape, develop strategies to manage impacts and take appropriate action to ensure staff safety at all times
• Ensure the updating and compliance of both Security and Health & Safety plans, policies and procedures and ensuring the mitigation of any identified risk
• Ensure a risk register is regularly updated and communicated to the Manager, Field Operations and SPMWACA

The role will also be expected to carry out any other reasonable duties that are consistent with the position and the objectives of the role.

Responsibilities may be modified, added reasonably or delegated from time to time to reflect changes in the organisation’s activities and structure.
## Person Specification

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<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Qualification and Language</strong></td>
<td><strong>Knowledge of Kiswahili will be an asset</strong></td>
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<td>• A degree in biological sciences or a relevant discipline or the equivalent experience in managing complex conservation or development programmes in the field (10+ years)</td>
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<td>• Fluent in spoken and written English and French</td>
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<td><strong>Knowledge, Skills and Experience</strong></td>
<td><strong>Relevant experience in DRC</strong></td>
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<td>• Considerable experience in conservation/development practice with a particular focus on the implementation of sustainable and holistic solutions in challenging environments while ensuring human rights</td>
<td><strong>Experience of peace-building</strong></td>
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<td>• Substantial experience of strategic thinking, including identifying, analysing, problem solving and responding to opportunities and challenges and the ability to translate into practical plans of action</td>
<td><strong>Experience in sustainable financing mechanisms such as carbon payments, biodiversity credits and conservation policy</strong></td>
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<td>• Excellent management skills of projects at scale with proven experience in project design, development, planning/implementation and monitoring and evaluation</td>
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<td>• Substantial experience of managing security and developing and overseeing emergency preparedness plans as it relates to staff and programme activities</td>
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<td>• Proven experience to collaborate, coordinate and manage relationships with partners in the field effectively including both government partners and communities</td>
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<td>• Excellent people management skills, with ability to motivate and performance manage individuals to achieve excellence</td>
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<td>• Strong verbal communication and conflict resolution skills, with ability to present, negotiate and persuade at all levels with confidence and credibility</td>
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<td>• Strong written communication skills, including report and proposal writing</td>
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<td>• Excellent financial management and numeracy skills, including budgeting, reforecasting and reporting</td>
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<td>• Confident and proficient in the use of MS Office</td>
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| Behavioural Competencies | • Experience of a flexible approach to managing and prioritising a high workload with multiple deadlines maintaining a clear focus on results and impacts  
• Well-organised and able to work as a team and in close cooperation with (remote) colleagues  
• Ability to lead the programme independently in a remote setting with logistical constraints |
| Other | • Commitment to FFI's values, vision and mission  
• Valid driver’s license |

FFI 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 FFI 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 supportive & respectful  
• We get things done

How to Apply

Applications, consisting of a covering letter explaining why you think you should be considered for the role, a full CV (suitable for the role as advertised, highlighting relevant experience and achievements) and contact details for two referees (who will not be contacted without your permission), should be sent in English to Africajobs@fauna-flora.org

Please indicate **"PROJECT DIRECTOR, MAIKO LANDSCAPE"** on your application.

The deadline for applications is **Sunday 31 July 2022**. Interviews are likely to take place during the week commencing 1 August 2022. Candidates selected for interview will be contacted by email or telephone - please state your preferred method of contact in your cover letter and indicate where you saw the job advert.

Unfortunately, due to limited resources and the high number of applications we receive, we are only able to contact shortlisted candidates. If you do not hear from us within four weeks of the closing date, please consider your application unsuccessful on this occasion.

FFI values diversity and is committed to equal opportunities