



FFI / Bucknell University

Landscape Manager, Western Equatoria, South Sudan

“In the past century FFI 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,
FFI Vice-president

Fauna & Flora International

Fauna & Flora International (FFI) saves species from extinction and habitats from destruction, whilst improving the livelihoods of local people. Our guiding principles are to work with and alongside local partnerships, act as a catalyst for change, make conservation relevant and base decisions on sound science. Founded in 1903, FFI is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

Africa Programme

Working closely with local partners, FFI 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.

South Sudan Programme

FFI has worked in partnership with the Ministry of Wildlife Conservation and Tourism and communities in Western Equatoria since 2010 to lay the foundation for improved management of three protected areas – Southern National Park and Bire Kpatuos and Bangangai Game Reserves – as anchors for broader environmental management, development, and stabilisation goals. FFI has utilised decades of experience in conflict-afflicted countries to manage through South Sudan's often fraught political and security situation, enabling us to maintain an almost continuous presence on the ground with strong support from government and communities. FFI's long-term vision is to ensure that there is a network of functioning protected areas that safeguard crucial habitat and biodiversity for the benefit of the people of South Sudan and the region.

The Opportunity

FFI is seeking an experienced conservation professional to fulfil the role of Landscape Manager, Western Equatoria assuming responsibility for the implementation and development of FFI's work in the Western Equatoria landscape in South Sudan.

The successful candidate will have an excellent proven track record in supporting protected area management, ideally 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, including experience managing large statutory funds such as EU and USAID.

Highly effective leadership and 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, from local communities and community based organisations to funders.

The successful candidate will have a substantial proven track record in project management, fundraising and capacity building and be able to demonstrate an understanding of the statutory and regulatory frameworks within which FFI operates in East Africa, as well as a commitment to organisational and legal compliance.

Terms and Conditions

Start Date: As soon as possible

Contract Type: Two-year fixed-term contract

Probation Period: Six months

Salary Range: USD 38,000 – USD 40,000

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
- Rest and Recuperation (R&R) package
- This is an unaccompanied position

For national appointments, the following benefits will apply

- Annual leave entitlement of 25 working days, plus national holidays observed in South Sudan and other statutory allowances
- Medical insurance

Location: The position will be based in Yambio, with travel to project sites in the field and elsewhere internationally as required

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: Landscape Manager, Western Equatoria, South Sudan

Reporting to: Country Manager, South Sudan

Line Manager of: Project Manager, South Sudan (Southern National Park)
Project Manager, South Sudan (Game Reserves)
Project Officer, Biomonitoring
Project Officer, Community Engagement

Key Internal

Relationships: South Sudan Programme Team (South Sudan)
Africa Programme Team (UK)
Technical Specialist, Biodiversity & Conservation Monitoring, Eastern Africa (Uganda)
Finance Business Partner, Eastern Africa (UK)
Cross-cutting Programme teams (UK)

Key external

Relationships: The Landscape Manager, Western Equatoria will represent FFI with national and local government agencies, communities and community-based organisations; international and national partner NGOs and for-profit entities, academic institutions, and funders, representing the values and interests of FFI at all times.

Purpose: To work closely with the Country Manager, South Sudan (CM) to deliver on FFI's vision for the Western Equatoria landscape, achieving lasting impacts through excellent programme management including maintenance of stakeholder relationships and the coordination, planning, implementation and monitoring and evaluation of the landscape's project portfolio, in full compliance with FFI and donor financial guidelines and funding agreements.

Specific Duties: Under the line-management of the Country Manager, South Sudan, and working with project teams, the Landscape Manager, Western Equatoria will have the following responsibilities:

Programme Operations

- Ensure effective and quality planning and implementation of activities in the Western Equatoria landscape to meet agreed project objectives; in line with existing management agreements and agreed best practice measures, and coordinating and accounting for resource availability, including FFI staff, partners and other stakeholders
- 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 FFI 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 FFI staff and partners in the landscape.
- In collaboration with the Programme Manager (Partnerships & MEL), develop, implement and manage processes for the effective monitoring and evaluation of the landscape programme, ensuring timely adaptation of activities, as required and following FFI 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 FFI 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 FFI global policies and procedures and any national policies and procedures
- Closely monitor and ensure timely communication of in-country developments (including disease outbreak or political unrest) that may impact FFI projects across the Western Equatoria landscape.
- Hold responsibility for ensuring the identification, minimisation and management of social safeguarding issues and risks and the implementation of country-specific safeguarding priorities and good practice in the Western Equatoria landscape

Programme Development

- Work with relevant FFI staff and partners to contribute to strategic planning and development of the Western Equatoria landscape programme in South Sudan.
- Develop and contribute to funding proposals that meet project outcomes and objectives, ensuring; accuracy and appropriateness of work planned for the Western Equatoria landscape, input from relevant staff and partners and that the proposed work is fully aligned with FFI's strategy
- Engage the relevant Africa programme staff, cross-cutting team members and the Finance Business Partner, East & Southern Africa to 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
- In liaison with relevant team members, ensure proposed activities comply with national laws, statutory regulations and have the requisite insurances necessary for implementation
- Proactively develop and nurture relationships with prospective and existing funders and donors, ensuring open and regular communication and hosting donor visits as required

Grant Management

- In coordination with the finance and operations teams in South Sudan and the UK, undertake specific Western Equatoria landscape fund management responsibilities where appropriate, including:
 - Ensure all landscape-level funding proposals and resulting contracts and grant agreements are appropriate to, and comply with, FFI operating standards, the 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 and consultants, and implementing partners, ensuring appropriate contracts are in place where relevant
 - Lead FFI 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 FFI and donor requirements
 - Be responsible for fund finances and ensure all expenditure complies with donor and FFI regulations, and the DoA
 - Prepare project financial reports, with support from the Finance Business Partner, East & Southern Africa and ensure timely, high quality and accurate technical, operational and financial funder and institutional reporting

- Ensure maintenance of project financial records by in country staff that meet both FFI's in-country and UK-based institutional auditing requirements and internal and donor reporting and auditing requirements
- Maintain adequate project cash flow through accurate quarterly financial planning and timely submission of invoices and internal transfer requests
- Lead on the participatory development of annual work plans for the Western Equatoria landscape that align with all projects and fund obligations, timelines and budgets
- Ensure the regular back-up and appropriate storage of all collected Western Equatoria landscape data on implemented FFI systems such as a monitoring system, as well as "cloud" based online storage

Staff Management and Partner Relations

- Line manage and mentor relevant staff through objective setting, continuous performance management, annual appraisal, training provision and personal development planning to ensure efficient, effective delivery of the landscape programme
- 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
- Develop and support critical project-specific partner relationships locally, nationally, transboundary and internationally, including through capacity building and mentoring where required
- Establish and actively maintain a positive and productive working relationship with key project stakeholders in government, communities, NGOs and the private sector both at landscape-level and, as appropriate, in Juba
- Ensure alignment of activities and good relations upheld between field teams, FFI programme staff and with partners, ensuring any conflicts arising are managed in an efficient and positive manner

Communications and Representation

- Encourage a culture of excellent communication, sharing of knowledge, lessons learnt and best practices and collaboration between project staff, wider FFI team members, implementing partners and other stakeholders as appropriate
- Provide 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 FFI's work in the landscape
- Ensure FFI is adequately represented at various partner and stakeholder coordination platforms for successful implementation of landscape activities
- Represent FFI and the Western Equatoria landscape project, 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

Other

- 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 South Sudan and Africa programme
- With agreement of the CM, perform any other tasks that may be requested from time to time, which are appropriate to the Landscape Manager's skills and experience, and relevant to the scope of this role

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Excellent project management skills including project design, development, implementation, risk management and evaluation • Technical conservation skills related to protected area management planning, law enforcement and management of natural resources • Excellent financial management, including budgeting, reforecasting and procurement • Excellent people management skills, with ability to motivate and performance manage individuals to achieve excellence • Fluent written and spoken English skills • Excellent community consultation/ outreach and facilitation skills • 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 • Prioritisation and time management skills • Competent computer skills, including MS Office, data management and statistical analysis 	
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 • Substantial professional experience working in biodiversity conservation • Proven track record in managing statutory and non-statutory contracts/grants • Substantial project management experience, with a focus on protected area management • Proven track record of community empowerment in conservation • Experience in community development and/or poverty reduction activities related to protected area threat reduction • Experience of building community relations and managing conflict situations • Experience in the design/implementation of species conservation activities • Proven track record of working successfully with government counterparts, preferably in Africa 	<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 to assess capacity, mentor and develop skills of project staff and partners • Ability to lead in the design of biodiversity survey methodologies • Experience of use/implementation of SMART or similar ranger-based monitoring tools • Experience leading in awareness raising and/or environmental education activities

	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Experience of implementing and monitoring community livelihood activities • Experience using FPIC (Free, Prior, Informed Consent) processes • Experience of working in East Africa, preferably South Sudan • Experience of managing large (100,000 USD plus) multi-year grants
Behavioural qualities	<ul style="list-style-type: none"> • Self-motivated, independent and resourceful • Commitment to FFI's values and mission • Commitment to organisational and legal compliance, and responsible management of donor funds • Team player, with ability to seek out views of others and build positive working relationships • Able to work effectively in a supervisory role, supporting managers and decision makers • Confident in managing work in remote settings • Ability to work under pressure and to deal with challenges in a positive and constructive way • Commitment to working in a collaborative manner, sharing information and learning • Ability to work in a multi-cultural environment 	
Other	<ul style="list-style-type: none"> • Willingness and ability to travel regularly and at short notice within South Sudan • Willingness and ability to travel internationally when required • Significant experience driving a manual-shift vehicle, and willingness to drive in South Sudan 	

How to Apply

Applications, consisting of a covering letter explaining why you are applying for the position and relating your experience and skills to the role, a full CV, and contact details for two referees (who will not be approached without your permission) should be submitted electronically via email to africajobs@fauna-flora.org

Please mark your application '**Landscape Manager, Western Equatoria, South Sudan**' and indicate in your covering letter where you saw this position advertised.

The closing date for applications is **27 November 2022**, with interviews likely to take place during the week commencing **5 December 2022**.

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

FFI 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 Jade Bedwell, HR Adviser, FFI, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity