Landscape Manager, Chimanimani National Park, Mozambique

“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

Fauna & Flora saves species from extinction and habitats from destruction, while 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, Fauna & Flora is the world’s longest established international conservation body; our conservation work, and impact, spans the globe.

Mozambique Programme

Fauna & Flora has been involved in wildlife conservation and management in Mozambique for many years, and took on management of the Niassa Game Reserve with SGDRN in the late 1990s. Alongside continued support to Niassa through various partnerships, and specifically through work in Chuilexi Conservancy, a vast 7,500Km2 block in the East of the Reserve, Fauna & Flora’s portfolio within Mozambique also includes direct support to Chimanimani National Park (CNP) and a nascent marine programme.

Focusing on finding long-term and locally owned solutions to the conservation of biodiversity and nature, the goal of Fauna & Flora’s Mozambique programme is to be, and to be recognised as, a valued partner in the conservation of Mozambique’s biodiversity, working with and supporting government and other local, national and international partners by:

• Supporting the locally led conservation and management of Mozambique’s biodiversity
• Supporting the national and international recognition of Mozambique’s biodiversity
• Supporting Mozambique to achieve gains for biodiversity and people whilst engaging with business, infrastructure and development

The Opportunity

Fauna & Flora is seeking an experienced conservation professional to fulfil the role of Landscape Manager, Chimanimani assuming responsibility for the implementation and development of FFI’s work in the Chimanimani National Park (CNP) in Mozambique.

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.

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 Fauna & Flora operates in Southern Africa, as well as a commitment to organisational and legal compliance.

**Terms and Conditions**

**Start Date:** As soon as possible

**Duration of Contract:** Permanent

**Probation Period:** Six months

**Gross Salary Range:** MZN 3 035 820.00 metical per annum, dependent on experience

**Location:** Chaminimani National Park, Chimoio, Mozambique with travel within Mozambique to Fauna & Flora project sites, and to Maputo. Candidates must have pre-existing right to work in Mozambique.

**Benefits:** 25 working days’ annual leave entitlement plus national public holidays observed in Mozambique Medical Insurance, for you and up to three dependents

**Hours of Work:** This is a full-time position, working 40 hours per week Monday to Friday inclusive.

**Job Description**

**Job Title:** Landscape Manager, Chaminimani National Park, Mozambique

**Reports to:** Country Manager, Fauna & Flora Mozambique (line manager) Chief Park Warden - CNP (matrix manager - within the structure of CNP)

**Line Manager of:** Conservation Officer (Fauna & Flora) Tourism and Marketing Officer (CNP) Community Facilitators (CNP) Community Development Officer (CNP)

**Key working relationships:** Mozambique Programme Team (Fauna & Flora, Mozambique) CNP Project Steering Committee Senior Programme Manager, Operations (Fauna & Flora, UK) Senior Technical Specialist, Social Equity & Rights (Fauna & Flora, UK) Technical Specialist, Social Safeguards (Fauna & Flora, UK)
Programme Manager, Africa (Fauna & Flora, UK)
Technical Specialist, Biodiversity & Conservation Monitoring (Fauna & Flora, UK)
Cross-cutting teams (Fauna & Flora, UK)
Chief Park Warden, Chimanimani National Park (CNP)
Head of Law Enforcement (CNP)
Operations Manager (Fauna & Flora, Mozambique)

**Purpose:** To work closely with the Chief Park Warden CNP to deliver on ANAC and Fauna & Flora’s joint vision for the Chimanimani landscape, achieving lasting impacts through excellent programme management. The role will be key in ensuring positive stakeholder relationships that facilitate and enable the successful coordination, planning, implementation and monitoring and evaluation of the landscape’s project portfolio as it applies directly to Chimanimani National Park and the wider landscape working holistically together. This will be achieved in full compliance with Fauna & Flora and donor financial guidelines and funding agreements.

**Specific Duties:**

**Programme Operations**
- Ensure effective and quality planning and implementation of activities in the Chimanimani 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 Fauna & Flora 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 Fauna & Flora operating standards, policies and procedures, and funding agreements
- In collaboration with Fauna & Flora’s Programme Manager, Africa develops, implement and manage processes for the effective monitoring and evaluation of the landscape, ensuring timely adaptation of activities, as required. Follow 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
- Closely monitor and plan mitigation actions for in-country developments (including disease outbreak or political unrest) that may impact Fauna & Flora projects across the Chimanimani landscape, and ensure timely communication of issues to relevant members of the landscape teams
- Assist with the development of a robust grievance mechanism for communities within Chimanimani landscape and ensure that it is maintained.
- Appropriate training of the Chimanimani Park Management Unit to effectively manage the processes, and that the grievance mechanism serves all communities across the CNP and buffer areas, through which those affected by project activities under the partnership can raise concerns and seek resolution.
Grant Management
- Undertake specific fund management responsibilities according to Fauna & Flora policy.
- Responsible for developing funding proposals, delivery of projects, managing project inputs, lead technical reporting and deliver these in a timely fashion.
- Maintain adequate project cash flow through accurate quarterly financial planning and timely submission of invoices and internal transfer requests
- Lead the participatory development of annual work plans for the Chimanimani landscape that align with all projects and fund obligations, timelines and budgets
- Ensure the regular back-up and appropriate storage of all collected Chimanimani landscape data on implemented Fauna & Flora systems such as a monitoring system, as well as “cloud” based online storage

Staff Management and Partner Relations
- Provide strong and motivational line management and mentoring of relevant staff through timely recruitment and inductions, 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, at landscape-level and in Maputo
- Ensure alignment of activities and good relations are upheld between field teams, Fauna & Flora 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 Fauna & Flora 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 Fauna & Flora’s work in the landscape
- Ensure Fauna & Flora is adequately represented at various partner and stakeholder coordination platforms for successful implementation of landscape activities
- Represent Fauna & Flora and the Chimanimani landscape, 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 Mozambique and wider Africa teams, attend Mozambique and Africa team meetings and work planning sessions as required
• Provide technical input, where appropriate and requested, on other work undertaken by the Mozambique and Africa programme
• With agreement of the Country Manager, 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

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<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Skills</strong></td>
<td>• Excellent project management skills including project design, development, implementation, risk management and evaluation</td>
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<td>• Technical conservation skills related to protected area management planning, law enforcement and management of natural resources</td>
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<td>• Excellent financial management, including budgeting, reforecasting and procurement</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>• Fluent written and spoken English and Portuguese.</td>
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<td>• Excellent community consultation/outreach and facilitation skills</td>
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<td>• Problem solving skills</td>
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<td>• Excellent verbal communication, networking and interpersonal skills, with ability and confidence to present, negotiate and persuade at all levels</td>
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<td>• Excellent written communication skills, including report and proposal writing</td>
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<td>• Prioritisation and time management skills</td>
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<td>• Competent computer skills, including MS Office, data management and statistical analysis</td>
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<td><strong>Knowledge and experience</strong></td>
<td>• Undergraduate degree in ecology, conservation biology or a related discipline or equivalent work experience in a relevant field</td>
<td>• Master’s degree in ecology, conservation biology or a related discipline or equivalent work experience in a relevant field</td>
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<td>• Substantial professional experience working in biodiversity conservation</td>
<td>• Proven ability to assess capacity, mentor and</td>
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<td>• Proven track record in managing statutory and non-statutory contracts/grants</td>
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<td>Substantial project management experience, with a focus on protected area management</td>
<td>develop skills of project staff and partners</td>
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<td>Proven track record of community empowerment in conservation</td>
<td>Ability to lead in the design of biodiversity survey methodologies</td>
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<td>Experience in community development and/or poverty reduction activities related to protected area threat reduction</td>
<td>Experience of use/implementation of SMART or similar ranger-based monitoring tools</td>
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<td>Experience in the design/implementation of species conservation activities</td>
<td>Experience leading in awareness raising and/or environmental education activities</td>
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<td>Proven track record of working successfully with government counterparts, preferably in Africa</td>
<td>Experience of implementing and monitoring community livelihood activities</td>
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<td>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</td>
<td>Experience using FPIC (Free, Prior, Informed Consent) processes</td>
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<td>Experience of working in Southern Africa, preferably Mozambique</td>
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<td>Experience of managing large (100,000 USD plus) multi-year grants</td>
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**Behavioural qualities**

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<th>Demonstrates Fauna &amp; Flora’s values</th>
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<td>Self-motivated, independent and resourceful</td>
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<td>Commitment to organisational and legal compliance, and responsible management of donor funds</td>
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<td>Team player, with ability to seek out views of others and build positive working relationships</td>
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<td>Able to work effectively in a supervisory role, supporting managers and decision makers</td>
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<td>Confident in managing work in remote settings</td>
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<td>Ability to work under pressure and to deal with challenges in a positive and constructive way</td>
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<td>Commitment to working in a collaborative manner, sharing information and learning</td>
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<td>Ability to work in a multi-cultural environment</td>
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Other

- Willingness and ability to travel when required
- Significant experience driving a manual-shift vehicle, and willingness to drive in Mozambique with a valid driver’s licence
- Pre-existing right to work in Mozambique

**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**

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 Rosario.Manuel@fauna-flora.org

Please mark your application ‘Landscape Manager, Chimanimani National Park’, and indicate in your covering letter where you saw the position advertised.

The closing date for applications is 5th October 2023. Interviews are likely to take place during the week commencing 9th October 2023.

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 Rosario Manuel, Grants and Operations Manager at: Rosario.Manuel@fauna-flora.org

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