



## VACANCY: CONSERVATION MANAGER

**BirdLife South Africa**, based in Johannesburg, South Africa, is one of the largest, most active, non-governmental conservation organisations in South Africa.

**BirdLife South Africa** is the South African Partner of BirdLife International, which operates through partners in over 120 countries and territories worldwide. The BirdLife Partnership is the leading and internationally-acclaimed authority on the status of birds, their habitats, and the issues and problems affecting birds. BirdLife South Africa has special links with the BirdLife partners in Africa, and with the Royal Society for the Protection of Birds in the UK. We also work closely with the South African government, the South African National Biodiversity Institute, the FitzPatrick Institute of African Ornithology and other academic institutions, and other national and international conservation organisations. Guided by science, BirdLife South Africa creates innovative, on-the-ground solutions to our country's environmental challenges.

**BirdLife South Africa** is looking for a well-qualified, experienced, dynamic, hard-working, and forward thinking **Conservation Manager** to head the organisation's Conservation Division and to oversee the organisation's conservation programmes and staff. This is a new position. The person should have superior leadership, communication and organisation skills, and be a passionate conservationist. The Conservation Manager will be committed to BirdLife South Africa's vision and mission, and be willing to work collaboratively with other organisations to further the conservation cause in South Africa, the region, and internationally.

### Primary responsibilities

The responsibilities of the Conservation Manager will include, but not be limited to:

- Overseeing all aspects of BirdLife South Africa's Conservation Division, and will be responsible for delivering conservation outcomes through the effective implementation of the organisation's conservation strategy.
- Line managing the current five conservation programme managers, and indirectly a team of about 25 staff.
- Developing, reviewing and implementing the Conservation Division's strategy/priorities, and prioritise and identify new programmes and projects in order to advance BirdLife South Africa's conservation agenda.
- Implementing the BirdLife International strategy in South Africa and liaising with and reporting to BirdLife International, the BirdLife Africa Secretariat, and the Royal Society for the Protection of Birds.

- Developing and maintaining key partnerships with government departments and non-government organisations.
- Developing and nurturing talent, and facilitating a team environment where each member works together to support the Conservation Division's and the organisation's strategy.
- Assisting with fundraising, and reporting to and maintaining key relationships with donors.
- Managing the Conservation Division budget, and financial reporting to BirdLife South Africa's Finance & Operations Manager.
- Serving on BirdLife South Africa's Management Committee, and attend bi-monthly Board meetings.

### **Inherent requirements**

Minimum requirements for the position are:

- PhD preferred, but a minimum of a Masters' degree in conservation biology and/or the biological sciences.
- Preferably 10, but a minimum of 5 years' management experience at a scientific institution or conservation organisation.
- Experience in designing, implementing, and directing complex or multiple projects of strategic importance, including managing finances, supervising multidisciplinary professionals, and meeting deadlines.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- A proven track record in successful fundraising, including identifying donor prospects, donor cultivation, and grant writing.
- Knowledge of South Africa's environmental legislation, and international multi-lateral environmental agreements.
- Communication skills, via written, spoken and graphical means.
- Proficiency in spoken and written English.
- Skilful use of Microsoft Office (especially Word, Excel and Powerpoint).

### **Recommendations**

- A strategic and innovative thinker with solid political acumen, and a high level of initiative.
- Knowledge of systematic conservation planning, landscape ecology, and red listing.
- Experience in networking with leaders of conservation organisations and government departments.
- Experience in developing practical applications of scientific concepts and technical innovations for conservation purposes.
- Ability to multi-task, problem-solve, prioritise, and delegate effectively.
- Some proficiency with GIS in order to analyse and display spatial information.
- Knowledge of South Africa's avifauna.
- Diplomacy and conflict resolution skills.
- Valid driver's license.

## General

- The successful candidate will report to Chief Executive Officer (CEO) of BirdLife South Africa.
- The position is based at Isdell House, BirdLife South Africa's head office in Dunkeld West, Johannesburg.
- The nature of the position requires domestic and international travel, and flexible work hours.

## Remuneration

**Salary:** BirdLife South Africa offers a salary which is commensurate with the position and responsibilities. The salary information is available on request.

**Fringe benefits:** BirdLife South Africa only offers comprehensive group life insurance.

## Interview

**Interview:** Applicants short-listed for the position will be required to attend an interview at Isdell House, 17 Hume Road, Dunkeld West, Johannesburg.

## Application procedure

### Applicants are to submit:

- A detailed curriculum vitae, list of publications, copies of qualifications, and names and contact details of three recent and relevant referees.
- A copy of your identity document or passport.
- A 1-2 page motivation as to how you see yourself as the ideal candidate for this post.

### Please note:

- All applications will be treated in the strictest confidence. Communication will be limited to shortlisted candidates only. Should you not be contacted within six weeks of the closing date for applications, you may assume that your application was unsuccessful.
- BirdLife South Africa reserves the right not to make an appointment.
- BirdLife South Africa subscribes to and applies the principles prescribed by the Employment Equity Act. Preference will be given to candidates from designated groups, in accordance with the principles of the Employment Equity Act and the employee profile of the specific programme.

**Assumption of duties:** As soon as possible.

**Closing date for applications:** 16h00, Friday 29 March 2019.

**To apply**, please e-mail your CV and motivation to BirdLife South Africa’s HR Manager at [isabel.human@birdlife.org.za](mailto:isabel.human@birdlife.org.za) with the subject title “Application for Conservation Manager position”.

**For further information**, please contact Mark D. Anderson, CEO of BirdLife South Africa, at [ceo@birdlife.org.za](mailto:ceo@birdlife.org.za).