

# CONSERVATION MANAGEMENT TRAINING PROGRAM

*A 24-month conservation management immersion program  
for highly qualified recent master's degree graduates*

*2014–2016*



AFRICAN WILDLIFE FOUNDATION®







# CONSERVATION MANAGEMENT TRAINING PROGRAM

*DEVELOPING THE FUTURE  
OF AFRICAN CONSERVATION*

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“CMTP for me is the opportunity to build solid expertise in the field of conservation in Africa through the pragmatic and unique approach of AWF.”

*—Theo Way Nana, CMTP Class of 2012*

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- ◀ Conservation management trainees have the opportunity to gain real-world field and community engagement experience.

# BACKGROUND AND PURPOSE

For more than 50 years, the African Wildlife Foundation (AWF) has been a key player in African conservation and sustainable development. AWF has defined large conservation landscapes that are essential to securing the future of Africa's wildlife. Within these priority landscapes, AWF employs an integrated approach to conservation including land-use planning, education and capacity building, development of conservation enterprise to improve livelihoods, and wildlife protection.

Africa is large, and AWF is currently pursuing a significant growth agenda. We are working to extend our impact into 25+ additional geographies that are both highly important for biodiversity, and present opportunities for effective conservation. As AWF progresses on this growth agenda, we will need access to a stock of qualified program leaders, well-trained in

AWF's culture and methodologies, and ready to take on new challenges and new places. AWF's Conservation Management Training Program (CMTP) is one strategy to develop this needed capacity.

CMTP is an intensive two-year program that seeks to develop high-potential future conservation leaders from the best master's degree programs worldwide. Successful candidates will

gain real-world experience working in AWF's various programs, and emerge ready to serve as serious professionals in African conservation. The expectation is that CMTP graduates will take on long-term roles within AWF.

**We are working  
to extend our impact  
into 25+ additional  
geographies**



▲ AWF has a long history of training and educating African conservation professionals.



▲ Conservation management trainee George Okwaro was hired into a full-time AWF staff position early, after his first 9-month assignment in Kenya's Mau Forest Complex.

## CANDIDATE QUALIFICATIONS

Each year, AWF accepts only a small number of trainees (3 – 5 maximum) into the CMTP so that we can ensure each participant receives adequate coaching and development. As such, the selection process is rigorous. While all are encouraged to apply, ideal candidates will have the following qualifications:

- Candidate is a recent master's degree graduate (within the last three years of the CMTP start date) with studies focused on conservation science, environmental economics and policy, climate change, social entrepreneurship, conservation program design, and other related fields.
- Candidate must have at least one year experience working on African conservation issues with a serious and proven dedication to Africa and AWF's mission.
- Candidate will have superb written and oral skills. Fluency in English is required; fluency in French is a great advantage. Familiarity with other languages relevant to work in Africa (e.g., IsiZulu, Kiswahili, Maa, Fon, etc.) is also a major plus.
- Candidate must be willing to relocate to Nairobi, Kenya, and proceed to at least one long-term assignment at an AWF project site during the tenure of the program.
- Candidate must be a team player with high energy, a willingness to learn, and a drive to succeed, and must be able to work with ease within challenging and culturally diverse environments.



**The CMTF acts as a real-world think tank for the future leaders of African conservation. Functioning as regular staff members, participants will work with the landscape teams to push forward AWF's conservation strategies.**

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- ▼ One of AWF's conservation management trainees worked as an interim community development officer in AWF's Kazungula landscape in Zambia.



# PROGRAM STRUCTURE

The CMTF acts as a real-world think tank for the future leaders of African conservation. Once candidates are selected, they will embark on a two-year journey across the African continent with many of AWF's greatest thought leaders and scientists. Following is the general agenda that guides these future leaders' professional development. (Depending on AWF's needs and trainee performance and fit, conservation management trainees may be hired as full-time AWF staff before they finish the two- year program.)

## Stage 1

### ORIENTATION

*(3 months)*

Participants will report to AWF's headquarters in Nairobi for an in-depth orientation of AWF's programs, methodologies, and tools from current AWF staff. This period will include a series of local field trips to some of AWF's landscapes for a firsthand introduction to the organization's projects and philosophies. Working directly with AWF's program leaders, participants will also engage in short desk assignments intended to produce tangible intellectual output for AWF.

This period will also be used for AWF to get to know the participants more fully, including an understanding of their long-term professional goals. Toward the end of this period, AWF's senior program leadership team will assess each participant individually and begin charting each of their tracks both during and after the CMTF experience.

## Stage 2

### TECHNICAL MENTORSHIP AND FIELD WORK

*(20 months)*

Following the orientation period, participants will be assigned based on their interest, skillset and proven capabilities observed during orientation. Participants should expect to cycle through at least two field assignments during their program. Functioning as regular staff members, participants will work with the landscape teams to push forward AWF's conservation strategies. For example, the 2013 class of CMTF participants are currently:

- Working on land policy issues in Uganda;
- Assisting with community engagement and conservation initiatives in the Kilimanjaro landscape in Kenya; and
- Providing critical program support across the organization as part of the conservation planning team.

In addition to field assignments, AWF will likely use CMTF participants within its program design team to help develop winning proposals for various public sector donor agencies. Participants will also be called upon, as needed, by AWF's technical leadership team to assist in short-term priority assignments.



- ▲ In northern Kenya, an AWF conservation management trainee worked directly with local Maasai to implement land policy issues.

## Stage 3

### DOCUMENTATION AND CAREER PLANNING

(1 month)

At the conclusion of Stage 2 of the program, trainees will reconvene in Nairobi to reflect on their experiences. Trainees will work as a team to produce a holistic report on AWF's operations and challenges, and recommend new ideas/strategies/best practices for AWF's future work. This final report will allow CMTP participants to leave a lasting impact not only on AWF, but on conservation as it is practiced in the context of Africa.

This period will also be key in career planning for participants. If participants have not already identified long-term opportunities within AWF, this period will provide time to consult with AWF's human resources and program leadership to plot their course. Having invested two years in each participant, AWF will do its best to find meaningful positions. However, should an immediate opportunity within AWF not exist, AWF will assist participants by leveraging staff professional networks to help identify outside opportunities. CMTP graduates will receive special consideration for employment with AWF throughout their careers.

- The CMTP allows conservation professionals to help AWF protect Africa's wildlife and wild lands.

**"The Conservation Management Training Program is likely unparalleled in the conservation sector. Far from a traditional training program, I have found that CMTP has both breadth and depth—breadth in the sense that I have had the opportunity to learn holistically about operations and engage with staff across the organization, and depth in the sense that I have been provided with opportunities to engage proactively in and meaningfully contribute to activities."**

***—Sarah Chiles, CMTP Class of 2013***







▲ Ndovu House: Conservation management trainees work out of AWF headquarters in Nairobi at the beginning and at the end of the program.

## CMTP REMUNERATION AND BENEFITS

CMTP is an intensive program that requires a long-term commitment by participants. In addition to invaluable training and experience, AWF will offer the following:

- One round-trip economy class air ticket between participant's home city and Nairobi;
- Conveniently located housing in Nairobi for use while stationed at AWF's HQ;
- Provided housing (appropriate to station location) while stationed in an AWF landscape;
- Laptop computer for use while participating in CMTP (to remain the property of AWF);
- US\$2,000 per month stipend; and
- Individual medical coverage.

## APPLICATION INSTRUCTIONS

Individuals wishing to be considered for this program must apply by no later than **30 April, 2014**. A complete application will include:

- CMTP Application Datasheet (found at the end of this booklet);
- Cover letter describing the applicant's personal link to conservation in Africa, and justification as to why s/he should be selected for the program (not to exceed two pages);
- Curriculum Vitae (not to exceed two pages),
- Summary of applicant's master's thesis/project and relevancy to AWF's programs and mission (not to exceed three pages); and
- A minimum of three professional and/or academic references.

Application materials should be well-written and presented in a professional manner.

Applications will be accepted via email only at the following address: [cmtp-applicant@awf.org](mailto:cmtp-applicant@awf.org).

For questions regarding CMTP or clarifications on the application process, please send an email to Evelyn Wanyonyi, director of human resources and administration, at [ewanyonyi@awf.org](mailto:ewanyonyi@awf.org).

[awf.org/CMTP](http://awf.org/CMTP)

## SELECTION PROCESS

30 April 2014	Application Deadline
01 – 16 May 2014	Application Shortlisting
26 May – 6 June 2014	Candidate Interview (Telephonic)
13 June 2014	Notice to Successful Candidates
21 July 2014	Program Start Date in Nairobi

**“On the arc of history, I am making a mark  
in restoring a critical ecosystem whose  
benefit will be felt by generations, courtesy  
of CMTP.”**

**—George Okwaro, AWF program officer and  
CMTP Class of 2012**

APPLICANT DATA

Legal Name \_\_\_\_\_  
*Last/Family/Sur First/Given Middle Suffix*

Preferred Name (if not first name) \_\_\_\_\_ ☐ Female ☐ Male

Mailing Address \_\_\_\_\_  
*Number & Street / PO Box City/Town Postal Code State/Province Country*

Telephone: \_\_\_\_\_  
☐ Home ☐ Cell (\_\_\_\_\_) \_\_\_\_\_ Email \_\_\_\_\_  
*Area/City/Country Code*

DEMOGRAPHICS

Birth Date \_\_\_\_\_ Place of Birth \_\_\_\_\_  
*Day/Month/Year City/Town State/Province Country*

Country of Citizenship \_\_\_\_\_ Passport Data \_\_\_\_\_  
*Exp. Date # Open Pages*

Language Proficiency (Select all that Apply):

*FS-Fluent Spoken; FW-Fluent Written; BS-Basic Spoken; BW-Basic Written; NS-Native Speaker*

Language	FS	FW	BS	BW	NS	Language	FS	FW	BS	BW	NS
_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

POST-SECONDARY EDUCATION

College/University Name \_\_\_\_\_ Degree Earned \_\_\_\_\_  
 Location \_\_\_\_\_ Dates Attended \_\_\_\_\_  
*City, State/Province, Postal Code, Country mm/yyyy - mm/yyyy*

Major/Focus \_\_\_\_\_

College/University Name \_\_\_\_\_ Degree Earned \_\_\_\_\_  
 Location \_\_\_\_\_ Dates Attended \_\_\_\_\_  
*City, State/Province, Postal Code, Country mm/yyyy - mm/yyyy*

Major/Focus \_\_\_\_\_

College/University Name \_\_\_\_\_ Degree Earned \_\_\_\_\_  
 Location \_\_\_\_\_ Dates Attended \_\_\_\_\_  
*City, State/Province, Postal Code, Country mm/yyyy - mm/yyyy*

Major/Focus \_\_\_\_\_

Attach Additional Sheets as Needed

# CONSERVATION MANAGEMENT TRAINING PROGRAM

## Program Application Datasheet

### RESEARCH & INTERNSHIPS

Organization \_\_\_\_\_ Supervisor \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country mm/yyyy - mm/yyyy*

Topic/Focus \_\_\_\_\_  
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Organization \_\_\_\_\_ Supervisor \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country mm/yyyy - mm/yyyy*

Topic/Focus \_\_\_\_\_  
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Organization \_\_\_\_\_ Supervisor \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country mm/yyyy - mm/yyyy*

Topic/Focus \_\_\_\_\_

**Attach Additional Sheets as Needed**

### WORK EXPERIENCE

Organization \_\_\_\_\_ Position \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country Day/Month/Year*

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Organization \_\_\_\_\_ Position \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country Day/Month/Year*

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Organization \_\_\_\_\_ Position \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country Day/Month/Year*

**Attach Additional Sheets as Needed**

### HONORS & AWARDS

Honor Name \_\_\_\_\_ Issuer \_\_\_\_\_ Date Awarded \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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**Attach Additional Sheets as Needed**



*The African Wildlife Foundation, together with the people  
of Africa, works to ensure the wildlife and wild lands  
of Africa will endure forever.*

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