



Conservancy Manager/Coordinator Position

Job Description

Background

In 2020, USAID/Uganda awarded a five-year (2020-2025) USAID Uganda Biodiversity for Resilience (B4R) Activity to assist communities, the Government of Uganda (GOU), and the private sector to conserve and manage biodiversity in target ecosystems for lasting environmental and economic sustainability and increased community and household resilience. With support from the B4R Activity, three Conservancies have been developed and have now reached a level where they can start their operations and further their growth. The three Conservancies have democratically elected Executive Committees who oversee the management of the Conservancies.

In collaboration with the B4R Team, the three Conservancies are now seeking services of a consultant working as Conservancy Managers to help with the day-to-day management of the Conservancy operations. The Conservancy Managers will work in the following three Conservancies: **Rurambira in the Lake Mbuo Landscape, Murchison Community Conservancy in the Murchison Landscape and KKAKKA in the Kidepo Landscape.**

Location and Reporting

The Conservancy Managers will be located in the Landscapes of Lake Mbuo, Murchison Falls and Kidepo and will report to the Executive Committees of the respective Conservancies.

Applicants should indicate their preferred landscapes.

ToR Summary

This consultancy is responsible for management of Conservancy operations in three landscapes of Lake Mbuo, Murchison Falls and Kidepo. The conservancies are intended to promote a healthy ecosystem that supports wildlife, livestock and human needs, including support for improvement of degraded areas by putting in place appropriate mitigation and regeneration strategies.

Responsibilities

- Develop the conservancy into a self-sustaining area that integrates wildlife conservation, tourism and any other conservation friendly enterprises to achieve:
 - o Benefits to the surrounding communities/landowners;
 - o Protection of the ecological integrity of the land and broader landscape;
 - o Contribute to the local and national economy.
- In consultation with the Conservancy Executive and implementing partners, develop and implement operational work plans and other various activities for the conservancy as agreed up on by all parties.
- Manage the Conservancy by overseeing all its activities such as wildlife conservation, livestock management and tourism, including effective implementation of day-to-day operations of the conservancy and approved work plan activities
 - o Prepare a schedule to deploy scouts to undertake various activities in the conservancy and ensure timely information sharing to facilitate decision making
 - o Protection of the ecological integrity through ecological monitoring
 - o Develop and/or manage conservancy enterprises to contribute to the local and national economy
 - o Develop and implement an M&E plan for the conservancy
- Manage community relations and facilitate community dialogue meetings for members in the conservancy.
- Support communities/conservancy members identify and develop viable enterprises in the landscape.
- Organize and co-ordinate learning visits, workshops and seminars for conservancy members where applicable.
- Produce educational and conservation awareness materials for schools, organized community groups within the conservancy.
- Participate in conservancy meetings and attend board meetings as and when necessary.
- Develop and promote tourism products to enhance visitor experience and extent visitor length of stay in the conservancy which would lead to increased economic incentives for biodiversity conservation.
- Lead resource mobilization for the conservancy and Maintain good donor and partner relations.
- Participate in capacity building trainings for the conservancy executive committee.
- Prepare monthly updates and quarterly reports on all operations and submit to the Executive for deliberations and approval.
- Share approved reports with implementing partners.
- Collaborates with other NGO's, CBO's, lodge owners within the landscape and other agencies to implement conservation related programmes;
- Ensure efficient conservancy management operations and long-term sustainability to achieve strong conservation outcomes and benefits to communities.

- Manage all conservancy staff to ensure motivation, high productivity and adaptive management.
- Supervise, monitor, and maintain conservancy assets at highest level and ensure compliance with set regulations and efficiencies.
- Oversee management of all conservancy budgets, expenses and revenue; ensure clear record keeping, accurate budgeting and compliance with conservancy financial procedures.
- Keep abreast with local and regional conservation and community initiatives and inform the Executive Committee and relevant implementing partners as needed.
- Develop, implement and evaluate policies, and set up various management systems including the establishment of transparent distribution mechanisms for revenue from conservation and wildlife related businesses.
- Undertake any assignments as may be directed by the conservancy executive committee or governing board.

Qualifications

- Bachelor's degree in conservation, natural resource management, tourism management with a minimum of seven years' experience managing a conservancy, sanctuary, national park, or integrated wildlife, livestock and tourism facility is preferred
- Or a diploma in the above courses with ten years' experience
- Demonstrated commitment to wildlife conservation and natural resource management.
- Experience in designing and managing wildlife management projects.
- Demonstrated ability to work effectively in remote areas, in cross-cultural situations, with diverse economic and professional background, in both public and private sectors
- Demonstrated ability to think creatively, solve problems effectively and manage a business efficiently.
- In case applicant is a business entity or company, evidence of operating a conservancy or experience in community conservation, operation of tourism related enterprises, preferably wildlife-based and tourism product development and management is required.

Skills

- A strong drive for results with demonstrated ability to work both independently and as a member of team; to work with a diversity of stakeholders and communities; and to effectively coordinate, lead and motivate a multidisciplinary staff.

- In-depth knowledge of contemporary approaches to conservation, livestock development and natural resource management.
- Excellent verbal and written communications (English)
- Computer literacy in Microsoft Office Suite (Ms word, Ms Excel, MS Powerpoint etc) packages required
- Knowledge of local languages of the specific landscape is required
- A firm understanding of local customary practices and community engagement processes in natural resource management and tourism