

ABOUT CONSERVATION ALPHA

Conservation Alpha is working to change how conservation is valued, managed, and financed by promoting results-based outcomes as the basis for effective delivery and to catalyse large-scale financing for biodiversity conservation. Conservation Alpha combines rigorous business management practices with robust conservation science and effective management approaches, based on decades of collective experience, to improve the scale and effectiveness of conservation practices. We support our clients to:

1. develop strategic frameworks to guide decision making;
2. measure and verify impact cost-effectively to understand and improve performance;
3. design programmes and governance-management structures to effectively implement change;
4. create innovative, large-scale financing mechanisms to drive change.

Conservation Alpha aims to create a positive work culture where our team works on cutting-edge and highly impactful projects, where individuals are empowered to perform, excited to work, and feel respected.

For more information, visit <https://www.conservationalpha.com>.

POSITION SUMMARY

Conservation Alpha supports our clients to develop conservation strategies and management plans, and is thus seeking a candidate to fulfil the role of Conservation Strategy Officer. This role is highly dynamic and requires the development of strategies and theories of change to guide effective conservation of natural resources and biodiversity, collaborating with stakeholders (government agencies, NGOs, and local communities) to identify conservation priorities, establish goals and objectives, and to develop organisational strategies and protected area management plans. This role will involve occasional field work, requiring an individual who has experience and knowledge of effective conservation programmes, can facilitate and guide planning processes, and who has strong communication skills with a range of different stakeholder groups. The ideal candidate will have a background in conservation biology, with experience in conservation strategy development, underpinned by time spent as a conservation practitioner. The ability to work both independently and collaboratively is essential for this role.

The officer will report to and support the *Lead – Conservation Strategy and Management* on conservation planning projects, including in Kenya, Uganda, and Saudi Arabia. The officer may also support Conservation Alpha on a range of other projects. The position will require occasional travel related to each project. The position offers the opportunity for career and skill development dependent upon the competencies and interests of the successful candidate. This position is based remotely, preferably within South Africa or Kenya.

KEY RESPONSIBILITIES

- Work collaboratively with the *Lead – Conservation Strategy and Management* and the Conservation Alpha Directors to deliver master planning and strategic plan development projects
- Support the writing of high-quality Master Plans and Protected Area Management Plans
- Support the review of Protected Area Management Plans
- Develop conservation strategies and plans, in alignment with organizational objectives and priorities and needs from clients
- Develop theories of change, indicators, monitoring and evaluation frameworks for planning projects
- Support the facilitation of conservation strategy workshops with clients and external partners
- Collaborate with internal and external partners to coordinate strategic planning efforts
- Ensure adherence to project timelines and requirements
- Represent the organization and its conservation goals at conferences, meetings, and other events

- Conduct field work, research, and analysis in line with assigned project objectives
- Provide occasional support to the technical team in desktop research and analysis on conservation science, ecology, and the design of innovative financing mechanisms
- Assist in data entry, proofing, analysis, and in the preparation of deliverables, including graphics, writing content, and copy-editing

MINIMUM REQUIREMENTS

- An MSc in ecology, conservation, wildlife management, or another related discipline
- At least three years of demonstrated work experience in developing conservation strategies
- Demonstrated experience in supporting conservation planning meetings and workshops
- Demonstrated experience in implementing field-based research projects, particularly in Africa
- Right to work in country of residence

NECESSARY COMPETENCIES

- Strong strategic thinking and planning skills for developing effective conservation strategies
- Experience working with diverse stakeholder groups, in particular government agencies
- A strong understanding of conservation issues, strategies, and tools
- An ability to write high-quality strategic plans with minor oversight from the Lead and Directors
- Proficiency in developing robust, modernised, and easy to use monitoring and evaluation frameworks
- Strong analytical skills to evaluate conservation strategies
- Strong project management skills to deliver projects on time and within budget
- Excellent communication skills, both verbally and in writing
- Excellent interpersonal skills to work effectively within an internal and external team
- Exceptional attention to detail and data management competency
- Self-motivation, capacity to learn new skills, and the ability to work independently

ADVANTAGEOUS

- Previous experience in development of Protected Area Management Plans
- Experienced using ArcGIS Online, QGIS and R for plotting and data analysis, respectively
- Deep knowledge and understanding of conservation science, environmental policy, and practical experience
- Innovative thinker and able to adapt developed strategies in line with changing times
- Established network in conservation strategy and planning field

APPLICATION

To apply for this position, submit the following in a single PDF to david.marneweck@conservationalpha.com.

- A cover letter of no more than two pages detailing your ability to meet the outlined requirements and necessary competencies, as well as any additional relevant skills that should be highlighted
- A resume or curriculum vitae, including all relevant academic and work experience

Only shortlisted candidates will be contacted. Applications will be accepted until a suitable candidate has been identified.