

## JOB DESCRIPTION



**JOB TITLE** Africa Conservation Director  
**JOB FAMILY** Conservation  
**JOB LOCATION** Nairobi, Kenya  
**JOB NUMBER** 250013  
**SALARY GRADE** 10  
**STATUS** Salaried  
**DATE** April 2018

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The Nature Conservancy is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. Working in 72 countries, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit [www.nature.org](http://www.nature.org) or follow [@nature\\_press](https://twitter.com/nature_press) on Twitter.

### ABOUT US

The Nature Conservancy works with local communities, governments and organizations to conserve Africa's important places. Africa's wild lands and waters are home to incredible numbers and diversity of species living close to people. For most rural Africans, connection to place takes on unique meaning—more so than anywhere else on Earth because their daily existence depends on the productivity of their natural resources.

Some 60 percent of Africa's lands and waters are managed by the people who live on them. These people are undoubtedly the most vulnerable on Earth. A continuing threat is their lack of control over the communal lands and waters they depend on for survival. And as the people struggle, so too does the wildlife that relies on the same resources. Therefore, our work in Africa is focused on perfecting the best examples of community-led conservation across the continent's vast shared lands and waters.

Through our place-based projects in northern Kenya, northern and western Tanzania, western Zambia, Namibia, Gabon and the West Indian Ocean, we have the opportunity to protect more than 37 million acres of land, freshwater and marine habitat by building local institutions and cultivating a culture of conservation that also provides tangible benefits to people.

### SUMMARY

The Africa Conservation Director oversees all aspects of TNC's Africa Conservation Program, reporting to the Africa Regional Managing Director. The Africa Conservation Director is responsible for delivering conservation outcomes by managing regional strategy directors and country directors. This position will manage 7 to 8 direct reports and serve as the focal point for conservation management with a strong supporting team. TNC has staff in 7 African countries and is exploring work in several others currently. The Conservation Director will facilitate quarterly reviews with project and strategy teams to ensure we are delivering milestones according to schedule and budget. The Conservation Director will also be responsible for coordination between our Strategy leads and our Project (country) Leads. Conservation planning, priority definition and rigorous monitoring of our impact are key aspects of this position.

### ESSENTIAL FUNCTIONS

The Africa Conservation Director is ultimately responsible for delivering TNC's conservation outcomes. S/He leads and manages a large team which implements conservation efforts. S/He will play a key role in fundraising and reporting to donors and helping the strategy and Country teams to maintain key relationships. The Africa Conservation Director will liaise closely with the Regional Director to adjust conservation priorities over time. S/He will join the Africa Leadership Team with peers responsible for Marketing, Fundraising, Operations and Government Relations.

The Africa Conservation Director disseminates best practices to the conservation team in Africa, ensures training and analyses to best implement organizational measures of success, and helps develop key partnerships. They build strategic, scientific and technical capacity in the field, develop key partnerships with public and private organizations in order to identify and resolve technical issues and to widely communicate solutions and best practices, and develop innovative scientific methods, analyses, tools, and frameworks to address the natural system needs.

They will help negotiate complex and innovative solutions with government agencies, major institutions, and landowners to conserve and protect natural communities, and develop and implement cutting edge conservation strategies in a high profile geography and major philanthropic market.

### RESPONSIBILITIES & SCOPE

- Geographic scope is Africa with 80 staff, a large annual budget and people working in 7 countries.
  - Manages the implementation teams for diverse projects and strategies
  - Often helps coordinate the work of other professionals, inside and outside the organization. Incorporates cross-disciplinary knowledge to support program objectives.
  - High level management and leadership responsibility for 7-8 key TNC regional staff members.
  - May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
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- Makes independent strategic decisions frequently based on analysis, ambiguous information, experience and context.
- May require frequent travel domestically and/or internationally, evening and weekend hours.

**MINIMUM  
QUALIFICATIONS**

- BA/BS degree and 12 years' experience in conservation practice or equivalent combination of education and experience.
- Experience designing, implementing, and directing complex or multiple projects of strategic importance, including managing finances, supervising multidisciplinary professionals and coordinating the work of partners while meeting deadlines.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience in partnership development with non-profit partners, community groups and/or government agencies.
- Experience networking with high level conservation contacts and Government officials.
- Experience conceiving and implementing strategic and creative initiatives.

**PREFERRED  
KNOWLEDGE,  
SKILLS &  
EXPERIENCE**

- Fundraising experience, including identifying donor prospects and donor cultivation.
- Multi-lingual and multi-cultural or cross cultural experience appreciated.
- Master's degree and 12-15 years' experience in conservation practice or equivalent combination of education and experience.
- Experience developing practical applications of scientific concepts and technical innovations for conservation purposes.
- Knowledge of politics and society with respect to environmental affairs.
- Communicating clearly via written, spoken, and graphical means in English and other relevant languages.
- Politically savvy.

**ORGANIZATIONAL  
COMPETENCIES**

Accountability for Outcomes	Pushes for excellence. Establishes challenging goals for self and others to drive performance in support of the Conservancy's mission. Rewards behavior that achieves these standards and is aligned with the organization's mission/ values. Takes action to address performance problems in a timely and appropriate manner.
Builds Organizational Capability	Builds or adapts organizational structures to accomplish the mission and to improve performance. This includes reorganizing organizational systems, structures, processes, procedures, communication channels or reporting relationships. With the Conservancy's strategic filter in mind, determines who can contribute, gets the right people involved, and builds bench strength for the future.
Collaboration & Teamwork	Shows a willingness to put the needs and goals of a global organization before personal/local/departmental needs. Works with others across organizational boundaries. Makes decisions, sets priorities, and allocates resources to help the organization as a whole achieve results.
Communications	Effectively expresses messages verbally and in writing. Actively listens to others. Fosters open exchange of issues. Is timely with information.
Courage & Decisiveness	Makes decisions and stands by them. Makes timely decisions even under pressure and when lacking complete information. Has the courage to modify decisions and admit why and how they were wrong.
Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the face of uncertainty.
Influences for Results	Achieves results by persuading, convincing, or influencing others. Adapts approach to the individual or group and knows how and when to use complex influence strategies. Uses success stories and passion for the mission to generate enthusiasm and support.
Open to Learning	Versatile learner and committed to self-improvement. Employs strengths effectively. Willingly shares knowledge with others. Seeks coaching on areas needing improvement. Adjusts behavior/performance as needed. Views mistakes as learning opportunities.
Organizational Awareness	Understands the basics of our business. Knows how local job relates to the big picture & contributes to the overall strategy. Knows how/why things work inside TNC. Easily moves through internal networks and channels for success.

*This description is not designed to be a complete list of all duties and responsibilities required for this job.*

**For full Job profile and how to apply please visit <http://careers.nature.org> and search for Job Id 46446**

*Submit CV and cover letter separately using the upload buttons online. All applications must be submitted in the system prior to end of day 25<sup>th</sup> May 2018*

*The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.*