



THE BEST CONSERVATION JOB IN THE WORLD.

JOB ANNOUNCEMENT: MANAGER, CONSERVATION

*BCP's mission is making **conservation**
of wildlife habitat valuable to **people**.*

BCP is a leading African forest carbon company which seeks to sustainably finance wildlife and habitat conservation through the forest carbon markets. We are working with Community and Government partners to help improve the conservation management over 1 million hectares of globally significant wildlife habitats in Zambia, and to benefit 235,000 people. Most of the project areas are located in Game Management Areas bordering strategic National Parks in Eastern and Lusaka Province, governed by management agreements between local communities, the Government of Zambia, and BCP. The primary role shall be to support partners to enhance forest protection, improved biodiversity conservation, biodiversity monitoring, capacity building and land management. The objective is to build capacity with a long-term objective. Key outcomes of success will be strong partnerships, zero encroachment and wildlife restorations.

BCP is recruiting for a **Manager, Conservation** to guide BCP into a new phase of conservation impacts and partnership building. The primary responsibility of the Manager is to support Government and community partners to build capacity and reduce threats to valuable Zambian forests and biodiversity. The scope of the role will cover Rufunsa Conservancy, with oversight of the resource Protection and forest management in the LCFP Chiefdoms in Lusaka Province. The position works closely with DNPW, Forestry Department and Community Resource Boards to target zero deforestation in project areas, and a community-based approach towards restoring wildlife in targeted areas. The position requires advanced partnership and team building abilities, as well as skills in data management, conducting field work in rural Africa, advanced spreadsheet skills, excellent English writing skills, knowledge of forest management and conservation methodologies, as well as a willingness to live in Zambia. The main tasks will be managing stakeholder partnerships, supporting partners to achieve continental-class operational effectiveness, catalyzing capacity building of CRB community scouts plus Government partners, ensuring data systems work and are used in adaptive management, and coordinating logistics and building forest management capacity amongst partners. This role has the exciting opportunity to be a key liaison with our partners. The position will require extensive travel to rural areas in Zambia, and a willingness to engage in fundraising efforts. The candidate is expected to be a manager, a relationship builder, and a coach.

STUFF WE'LL TRUST YOU WITH.

- A key and trusted liaison between BCP and our valued, strategic, and long-term partners in the ecosystem. We are here to support, and build the capacity of, our partners to achieve their mandates: full stop.
- To support partners to develop and revise annual Conservation Plans.
- Serve as a liaison with Government and Community partners to support the improvement of effective conservation management, and to ensure the execution thereof.
- Design, fundraise for, and manage an annual system of in-service capacity building for community and Government partners.

- Ensure biodiversity monitoring capacity is built and data is collected consistently.
- Coordinating infrastructure development in conservation project areas to completion.
- Support effective liaison with partners limiting deforestation within REDD+ Zones in project areas.
- 100% effective conservation asset management.
- Ensure ongoing support to community partners to ensure operations at all sites are managed to targets.
- Build effective forest protection teams working with Government partners.
- Support the capacity building of developing and implementation of fire management plans.
- The development and implementation of regular standard operating procedures (SOPs), systems, and policies that support BCP's vision of continental-class conservation management.
- Assist in coordinating aerial support to partners;
- Procurement and design of communication systems to enhance effectiveness.

PROBLEM SOLVERS WANTED.

Our expectation is that **only** those applicants who meet the following criteria need apply:

- A minimum qualification of degree in a relevant field
- Advanced partnership development skills.
- Advanced report writing.
- Management skills.
- Knowledge of forest management and capacity building amongst community institutions.
- A Project Management post-graduate qualification, people management and leadership skills would be advantageous. We're looking for someone who wants to make a difference, and puts team and partnership first.
- Pilot's license preferred.

STUFF YOU'LL TELL PEOPLE AT PARTIES.

BCP is one of the leading REDD+ project development social enterprises in Africa. BCP's mission is making conservation of wildlife habitat valuable to people. BCP runs two REDD+ projects in Zambia: The Lower Zambezi REDD+ Project and the Luangwa Community Forests Project. The Luangwa project is Africa's largest REDD+ project by hectareage. The Lower Zambezi REDD+ Project is the world's only 7 times VCS-verified and triple gold CCB verified REDD+ project. As the 5th highest scoring B Corp in the world, BCP benefits 235,000 people across 13 Chiefdoms. Our vision is community partnerships conserving Africa's last strongholds starting. In operation for 9 years, we work in over 1 million hectares of globally important wildlife habitats in Zambia.

WE EVEN DO BENEFITS DIFFERENTLY.

Benefits include a starting **annual Gross Salary of between K 150,200.52 p.a and K 230,803.20 p.a (Salary Scale MGT-03) all inclusive**, plus great holiday benefits, plus the potential for performance bonuses, plus travel opportunities for work, plus health benefits, plus a great work culture, plus career growth, plus working with a diverse and committed team.

Please note that the starting salary will be dependent on role-specific qualifications, and relevant work experience.

As an equal opportunity employer, candidates interested in joining an innovative and high-performance team, and working towards doing amazing things in conservation technology and livelihoods, please send a CV, a cover letter, and anything else that makes your application stand out by email to jobs@biocarbonpartners.com with **Manager, Conservation** in the subject line. Please also send 3 reference contacts.

Females are encouraged to apply.

Applications accepted from 5th March 2021 until the position is filled.

Only shortlisted applicants will be contacted.

If an applicant receives no response within a 30-day period, they should consider their application unsuccessful.