



Job description

Head of Research, Monitoring, Evaluation, and Learning



Saving Species from Extinction | www.durrell.org

Durrell Wildlife Conservation Trust is a Registered Charity with the Jersey Charity Commissioner, registered charity number: 1
Durrell Wildlife Conservation Trust - UK is registered in England and Wales. A charitable company limited by guarantee. **Registered charity number** 1121989
Registered company number 6448493 **Registered office** c/o Intertrust Corporate Services (UK) Limited, 1 Bartholomew Lane, London, EC2N 2AX

Job Purpose

Central to DWCT's 'Rewild Our World' strategy are our ten global rewilding sites, two of which are in Madagascar: Madagascan wetlands and Madagascan dry forests. DWCT's Madagascar Programme is our single largest investment, with a full-time workforce of over 100 employees working in seven field sites across the country.

The post-holder will have the responsibility for all the Programme's research activities, field surveys, monitoring programmes, and evaluation and learning efforts across the country programme's portfolio of activities. They will work closely with the Country Director, the Head of Programmes and other key personnel to ensure delivery of the programme's strategic plans, ensuring the implementation of specific projects and providing the information and facilitating its analysis required to monitor and adapt our programmes to ensure maximum impact.

Head of Research, Monitoring, Evaluation, and Learning

Departement
Field Programmes

Reports to
Country Director, Madagascar

Contract
Full-time (40 Hours per Week)

Location
Antananarivo, Madagascar
With significant time in the field



Key Responsibilities

- Support the implementation and compliance of all HR policies and requirements for the Madagascar field programme.
- Contribute to the overall delivery of the Madagascar programme in coordination with the Madagascar Senior Management Team and programme staff.
- Coordinate the development and lead the implementation of a research and monitoring plan for the Madagascar programme, working with Durrell's UK-based Director of Conservation Knowledge and Conservation Science Team to ensure the highest standards of scientific rigour throughout the programme.
- Coordinate monitoring activities for key focal species, their habitats, and other key indicators as defined in MEL plans, ensuring the timely collection, management and analysis of data, and publishing, in collaboration with the Conservation Science Team.
- In collaboration with the UK based Conservation Impact Team, ensure we are collecting KPIs from our monitoring programmes which contribute to Durrell's organisational impact measurement initiatives.
- In collaboration with the Conservation Science Manager, work with local and international universities and researchers to facilitate delivery of the research and monitoring programme in Madagascar.
- Coordinate with the Head of Programmes on the use of SMART to adaptively manage the sites where Durrell operates.
- Manage the drone and GIS team to ensure high quality implementation of drone-based monitoring, remote sensing and conservation delivery work in close collaboration with other teams;
- Work closely with Durrell's Conservation Field Programmes team in the UK and internationally to facilitate project design, feed in to monitoring plans and their implementation;
- Where required, work with colleagues in the UK and Madagascar on the writing of fundraising proposals, donor reports and other grant management activities.
- Recruit and manage staff, including conducting performance appraisals, setting objectives, mentoring and providing support for both professional and personal development.
- Supervise and manage researchers, students and partners involved in programme activities, ensuring they adhere to Durrell's policies and practices.
- Develop and manage budgets ensuring the highest standard of financial management and reporting.
- Lead on the writing of scientific reports and publications and contribute to the writing of technical and financial reports, proposals and other communications materials.
- Maintain excellent working relationships with existing partners and, where appropriate, identify and develop new partnerships to further the delivery of our strategies.
- Where required, engage with relevant government agencies and partners on issues to ensure successful implementation of the programme activities.
- Ensure compliance with all processes and policies set out by Durrell, donors and the Government of Madagascar, including Durrell's safeguarding policy, Health and Safety policy, financial processes and conditions of grants.;
- As member of SMT, ensure effective running of the Programme and compliance of staff and projects with all processes and policies set out by Durrell, donors and the Government of Madagascar, including Durrell's Safeguarding policy, Health and Safety policy, financial processes, conditions of grants and Malagasy legal requirements.

This post is based out of Durrell's office in Antananarivo.

The post holder will be expected to spend approximately 50% of their time at Durrell's field sites.

Knowledge, Skill and Ability

- Ideally a PhD in a subject related to conservation or research and evaluation.
- 5-7 years of experience of leading research activities, surveys and monitoring, evaluation and learning design.
- Proven experience managing, manipulating and analysing large datasets for research and monitoring and evaluation processes, is essential.
- Experience/knowledge of a range of qualitative and quantitative research and statistical methods is essential.
- Experience carrying out data analysis and management within Geographic Information Systems is desirable.
- Knowledge of landscape ecology and ecosystem sciences, and social sciences is desirable.
- Proven track record of publication in scientific literature and preparation of technical reports.
- Experience in the design, planning, implementation and management of research and/or conservation projects in low and middle income countries.
- Experience collaborating with universities / external researchers to deliver research programmes is essential.
- Experience/knowledge of Madagascar species and Madagascar conservation issues is desirable.
- Excellent communication skills in Malagasy, French and English.
- Proven leadership and team management skills.
- Proven ability to work independently and respond to unforeseen situations
- Ability to think strategically and analytically.
- Strong organisational skills, with ability to carry out multiple tasks to deadlines.
- Able and willing to work long hours and over weekends when required.
- Physically fit and able to spend long periods of time in the field



Behaviours and Values

- Passionate about conservation and an understanding of and commitment to Durrell's vision, mission and aims.
- Acts with integrity and with the best interests of the employer at all times.
- Ability to demonstrate initiative and work well under pressure.
- Respectful of the opinions of others and willingness to collaborate.
- Ability to work independently but also works collaboratively with colleagues and partners.
- Demonstrate awareness of and sensitivity to cultural, ethnic, gender and ability issues.
- Works proactively and has a determination to reach targets and excel at tasks.
- Open to adopting creative approaches and problem solving when faced with challenges and limited resources where needed.



Introduction to Durrell

Durrell Wildlife Conservation Trust is an international charity working to save species from extinction. Headquartered in Jersey in the Channel Islands, Durrell focuses on the most threatened species in the most threatened places.

Established by author and conservationist, Gerald Durrell, in 1959, Durrell delivers its conservation mission through our three integrated core areas of operation:



**A centre of excellence
in animal husbandry,
research, training and
education**



**Training future
conservation practitioners
and monitoring and
evaluating conservation
science which underpins
all Durrell activities**



**Conservation action
where it is needed most**

With a track record of 60 years, Durrell leads some of the world's longest running and most successful species and habitat recovery programmes. The quality of our work is equally as important as how we deliver it. Our values, underpin how we approach our work and the work environment we create.

Our Values

Purposeful

We are clear on why we do what we do, are connected as an organisation, we understand and demonstrate enabling / delivery, we are passionate about what we do and work tirelessly to achieve it.

Accountable

We are accountable for our actions; we act with integrity and always have the best interests of the Trust at heart. We take it upon ourselves to update our knowledge and deliver excellence, and our ethics are of the utmost importance.

Supportive

We develop and encourage our staff, we work as a team, work well with other departments and trust and respect each other. We promote a learning culture, treat people fairly, encourage diversity in the workplace, and value the opinions and views of others.

