



JOB DESCRIPTION

HEAD OF SPECIES CONSERVATION AND RESEARCH



SAVING SPECIES FROM EXTINCTION | WWW.DURRELL.ORG

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REGISTERED COMPANY NUMBER 6448493 **REGISTERED OFFICE** c/o Intertrust Corporate Services (UK) Limited, 35 Great St. Helen's, London EC3A 6AP

PATRON HRH The Princess Royal **FOUNDER** Gerald Durrell, OBE, LHD **HONORARY DIRECTOR** Lee Durrell, MBE, PhD **CHIEF EXECUTIVE OFFICER** Lesley Dickie, PhD

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.



JOB PURPOSE

Central to DWCT's 'Rewild Our World' strategy are our ten global rewilding sites, two of which are in Madagascar: Madagascar wetlands and Madagascar dry forests. DWCT's Madagascar Programme is our single largest investment, with a full-time workforce of over 70 employees working in six field sites across the country.

The post-holder will have the responsibility for all the Programme's research activities, population surveys, monitoring programmes and reintroduction projects. They will work closely with the Heads of Programmes and Community Conservation to ensure delivery of the programme's strategic plans, ensuring the implementation of species recovery projects and providing the information required to monitor and adapt our programmes to ensure maximum impact.

**HEAD OF SPECIES
CONSERVATION AND RESEARCH**

DEPARTMENT
Field Programmes

REPORTS TO
Programme Director, Madagascar

CONTRACT
Full Time (40 hours per week)

LOCATION
Antananarivo, Madagascar, with
significant time in the field.



KEY RESPONSIBILITIES

- 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 Conservation Science Manager 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 M&E plans, ensuring the timely collection, management and analysis of data, and publishing, in collaboration with the Conservation Science Manager.
- 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.
- Lead the planning and management of all species restoration projects, ensuring the highest standards of practice.
- 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, fundraising proposals and 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.

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

- A higher degree (MSc or above) in a subject related to animal ecology/ conservation/natural resource management.
- Experience of survey and monitoring design.
- Proven experience managing large datasets and carrying out data analysis and management within Geographic Information Systems is essential.
- Experience/knowledge of a range of different research and statistical methods 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 scientific reports.
- Experience in the design, planning, implementation and management of research and/or conservation projects in the developing world.
- Experience collaborating with universities / external researchers to deliver research programmes is desirable.
- Experience/knowledge of Madagascar species and Madagascar conservation issues is desirable.
- A good understanding of global conservation issues, especially in developing country contexts.
- Fluent spoken and written French and excellent English skills are essential. Malagasy desirable.
- 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

- 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.

OUR LOCATION



Antananarivo, Madagascar.

VERIFICATION

I confirm that the contents of this job description are a true reflection of the job at today's date.

Signed: _____

Post holder

Date: _____

Signed: _____

Immediate Supervisor

Date: _____