



Frankfurt Zoological Society (FZS) is an international conservation organisation based in Germany. FZS is active in biodiversity-rich areas with projects on four continents. The Africa Programme is the organisation's largest and oldest and includes projects in five local countries: DR Congo, Ethiopia, Tanzania, Zambia and Zimbabwe.

Lomami National Park (LNP), set up in 2016, is the youngest national park in the Democratic Republic of Congo and is relatively undeveloped. It covers an area of almost 9,000 km² and is part of a natural landscape covering 40,000 km² between the rivers Tshuapa, Lomami and Lualaba, also known as TL2. The region is a high biodiversity, pristine wilderness area of global importance almost completely covered by dense tropical rainforest. The area is home to bonobos, forest elephants, three pangolin species, at least two species of monkey new to science, as well as important populations of okapi, Congo peafowl and other endemic and rare species. The park was set up with the cooperation of the local communities and there are excellent relationships between the park, project and communities. Whilst the forest is remote and generally intact, commercial bushmeat hunting is the major threat to its integrity. This is an exciting opportunity to have real impact on the long term conservation of one of the world's few remaining outstanding wild places.

FZS Lomami Project Leader and Site Director

In early 2021, FZS signed a co-management agreement with the Institut Congolais pour le Conservation de Nature (ICCN). FZS formally assumed the ICCN Site Director position when Dr Terese Hart was appointed by ICCN in September 2021. The Site Director assumes overall responsibility for the conservation of LNP and is in charge of a team of staff, selected and seconded from current ICCN staff and FZS project staff. The staff unification and screening process is still continuing.

Dr Hart will retire at the end of 2022, and thus FZS is seeking a highly motivated FZS Project Leader who, ideally, will also assume the role of Site Director, subject to ICCN approval. The post involves co-ordination and responsibility for all Lomami National Park and FZS operations and budgets and requires good working relationships with all top ICCN and FZS staff. Management themes require understanding and the ability to oversee a variety of duties spanning law enforcement, community engagement and biodiversity monitoring, all implemented through a team approach and with social safeguards in place. The Project Leader is also responsible for relationships with donors, writing proposals and writing reports. It is possible, depending on skill sets of the successful candidate, that further senior staff recruitment may be required to strengthen the LNP management team to deliver effective and efficient conservation management.

This is a unique opportunity to take on the helm of delivering a modern conservation approach, putting communities at the heart of a long term vision for a breathtaking and remote landscape, with few prior interventions. The potential for continued discovery of new species and new distributions of fauna and flora is very real in the Lomami Landscape and can only occur if it is well protected.

We are therefore looking for a highly motivated and committed individual who is prepared to make a long term commitment to the Lomami National Park. This is a once-in-a-lifetime opportunity.

Main Outputs

- Co-management strengthened
 - Steering Committee Meetings held, as per agreement, with reports and budgets prepared and approved
 - ICCN and FZS staff managed as one management structure under unified policies and procedures so that excellent and motivated staff recruited, developed, managed and retained
 - Development and finalization of organogram with clear roles and responsibilities and its maintenance as a living structure
 - Assessment of current staff finalized
 - A redefinition and assignment of posts made, as needed
 - Self and staff aware of LNP co-management vision, mission, goals and the importance of conservation and the environment
 - LNP funds used in a proper, efficient and transparent manner, with expenditure within agreed budgets and according to Financial Policies and Procedures
- LNP Management
 - Implementation of LNP/ FZS Strategic Approach outlined in the LNP General Management Plan
 - Key project infrastructure developed
 - Logistics network and system in place and streamlined
 - Social safeguards in place and feedback system operational in resolving grievances
 - Aerial support finalized
 - Biomonitoring incorporated into adaptive management
 - Annual work plans and budgets approved by Steering Committee
- Sustainable Financing, Revenue Generation, Donor Liaison and Funds management:
 - Liaison with NGO, private and bilateral donors
 - Appropriate funding opportunities identified and applications prepared
 - Donor grants financial and narrative reporting, financial management and procurement processes adhered to
- Stakeholder Liaison
 - Close communication with senior management of ICCN and FZS
 - Good relations and communications maintained with local communities and customary leadership
 - Good relations and communications maintained with area local government
- Public Relations
 - LNP management recognised nationally and internationally as a partnership between ICCN and FZS with a positive reputation as a conservation instrument
 - LNP represented in meetings with other partners and stakeholders
 - LNP communications/public relations plan developed and implemented for good visibility
 - Project results and lessons learnt disseminated nationally and internationally

We Offer

- An attractive position based in Kindu and working in and around Lomami National Park;
- An outstanding opportunity to work in an area of spectacular biodiversity;
- A well trained and qualified team of Congolese staff that is motivated and experienced;
- Professional development opportunities and freedom to develop own ideas within the organizational framework;
- Chance to work in an innovative, globally active nature conservation organization;
- An attractive compensation package based on our international employment scheme.

Qualifications and Requirements

- MSc or equivalent in a conservation or natural resource management field or related discipline;
- At least 8 years experience in conservation and protected area management in Africa (preferably in DRC or other French-speaking countries) or in a different location with similar conditions;
- Experience and willingness to live and work in very remote areas under basic conditions;
- Experience in large project and bilateral grant and funding management (ideally of at least \$1mio/year), including proposal development, planning, budgeting and reporting;
- Ideally, excellent communication skills in English and French (written and oral);
- Knowledge of Lingala and/or Kiswahili is an advantage;
- Competencies in negotiation, leadership and teamwork;
- Strategic and analytical approach ;
- Excellent planning and organizing skills.

Your Application

Please include a motivation letter, and a CV in your application. Certificates will be requested later. In your motivation letter please answer the following questions:

- What led you to apply for this position?
- Which qualifications and personal qualities make you a good candidate?

Also provide your salary expectations and the earliest possible starting date.

Please send your electronic application documents as PDF to jobs@fzs.org and to karen.laurenson@fzs.org or [click here to apply](#).

Application deadline is 14th July 2022.

Please address to:
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Human Resources Dept.
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60316 Frankfurt, Germany