



## **FZS Programme Manager Bale Mountains National Park, Ethiopia**

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 focal countries: Ethiopia, DR Congo, Tanzania, Zambia and Zimbabwe. In Ethiopia, FZS has been active on the ground since 2004 and currently focusses on the Bale Mountains, with the objective of supporting the Ethiopian Government and local communities in conserving Africa's largest tract of afroalpine habitat and its unique and endangered biodiversity.

FZS is seeking to recruit a programme manager to oversee the delivery of donor and FZS-funded projects aimed at securing the conservation and biodiversity of the Bale Mountains National Park (BMNP).

### **Programme Manager (gn) Bale Mountains National Park**

#### **Tasks**

The FZS Programme Manager will work with the BMNP park management to secure the conservation of biodiversity and associated ecosystem services of the Bale Mountains by fulfilling the following outputs:

- Project strategy effectiveness assessment: Overall project strategy implemented and developed, priorities reviewed and innovative approaches considered
- BMNP GMP implemented within financial constraints
- Well trained and efficient BMNP ranger force that are conducting effective law enforcement for resource protection in collaboration with local authorities
- Law enforcement monitoring system established supporting adaptive park management
- Ecological and Threat Monitoring supervised to support adaptive park management
- Support BMNP to engage communities in park governance through the development and monitoring of Park Community Agreements for regulated access to BMNP natural resources and the implementation of scheduled Park Community Dialogue Forums (PCDFs) and the statutory Park Advisory Committee
- Sustainable ecotourism infrastructure and opportunities developed and implemented in and around BMNP
- Park infrastructure built and maintained
- Performance management system for park staff in place to improve motivation and increase conservation outcomes
- Collaborative Management Partnership supported
- KfW Biodiversity project managed, including annual planning of activities and budgets

## Expectation

- MSc equivalent experience in a relevant conservation or natural resources management field
- Significant (>7 years) and demonstrable international 'on the ground' experience in conservation of which at least five years in Protected Areas Management in at least two countries, one of which must be a developing country
- Experience of protected area law enforcement and ranger operations, with an emphasis on conflict management and social safeguards in different environments
- Implementation of large, international multi-year donor funded programmes including at least one to conclusion
- Experience of collaborating with governmental conservation institutions, and with NGOs and the private sector involved in conservation and PA-management
- Ability and willingness to live and work in a remote area where communication and conditions can be challenging
- Fluency in written and oral English
- Experience in working with local communities
- Excellent oral and written communication skills.

## Terms & benefits

An attractive package based on our in-country or international employment schemes and potentially a long-term position in an internationally recognised conservation organisation. Probation period is 6 months.

## Your application

Your application should contain a cover letter, your chronological CV as well as qualifying certificates. Your cover letter should answer the following questions:

- What led you to apply for this position?
- What is the most important technical ability you would bring to the role and what would you need to develop to successfully fulfil this role?
- What is your most important personal characteristic that would help you succeed in this role?

Please send your electronic application documents (as one single pdf) and indicate your salary expectations and the earliest possible starting date to [jobs@fzs.org](mailto:jobs@fzs.org) or [click here to apply online](#).

## Contact person

Frankfurt Zoological Society  
Marthe Braun, Human Resources  
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60316 Frankfurt, Germany

The position will remain open until filled by a suitable candidate - but applications received **before 14 April 2023** will be viewed positively and those received earlier than this date will be viewed even more positively.

Learn more about FZS and our work at [www.fzs.org](http://www.fzs.org) .