



## TERMS OF REFERENCE

<b>Position title</b>	Community Conservation Operations Manager
<b>Location:</b>	Greater Zakouma Ecosystem (GZE)/ African Parks Chad
<b>Reports to:</b>	GZE General Manager (GM)
<b>Duration of the position</b>	2 years renewable
<b>Supervises</b>	Community Conservation & Sustainable Development of the GZE
<b>Position to be filled</b>	<b>1 Aug 2022</b>

### Job overview

Within the context of the partnership agreement between the Government of Chad and African Parks to manage the Greater Zakouma Ecosystem (GZE), it is necessary to construct and implement a strategy to build a constituency for conservation amongst local communities through a 3E+ Strategy,<sup>1</sup> overlapping with a Land Use Management Plan (LUMP)<sup>2</sup> to the benefit of both the people and the wildlife living the GZE. The LUMP in particular includes statutory adjustment and creation of the protected areas within the GZE, and the management of pro-conservation land use choices, providing support to such livelihoods together with the administration and with the contribution of other stakeholders..

### Key functions:

#### Development and Implementation of Land-use and Management Plan (LUMP) and of community conservation initiatives in the GZE

- Coordinate the validation process of the Land-Use and Management Plan (LUMP) for the GZE, in concert with park management
- Coordinate the technical preparation of the finalization of the processes to i) elevate Siniaka Minia Wildlife Reserve to a National Park, ii) modify Bahr Salamat Wildlife Reserve's western limit, and iii) create Wildlife Management Areas (*Zone de Gestion Concertée*)
- Coordinate and ensure the development and validation of the associated management documents for these protected areas.
- Coordinate, participate in and monitor the implementation of the LUMP and the conservation of Category IV, V and VI protected areas of the GZE.
- Coordinate the development and implementation of the mosaic of governance frameworks that form the conceptual scaffolding of the GZE beyond its statutory protected areas
  - Create or adapt specific governance frameworks (local committees, Provincial Action Committees, etc.), consistent with park management priorities
  - Drive the implementation and M&E of existing agreements
  - Drive the creation of new agreements, and drive the collaboration with key stakeholders and partners to ensure an extensive implementation of the LUMP

<sup>1</sup> 3E+ stands for Engagement, Education, Economy + external partners

<sup>2</sup> LUMP integrates the 3E+ Strategy with provincial and national land use management and sustainable development strategies





- Liaise with key non-governmental implementation partners, such as the APEF program, PASTOR, IUCN, ACN
- Coordinate the liaison with key governmental implementation partners, coherently with the GM and Deputy Director
- Ensure the adherence of the aforementioned actors to the strategic direction and specific implementation plans for the GZE.
- Develop a comprehensive program to ensure that pastoralism is adequately managed within the GZE, including the management of specialized teams dedicated to this activity.
- Drive the collection and utilization of the Community Constituency Index, key metrics and associated dashboard as decision-making tools and a M&E mechanism for the GZE.

### **Supervision of the Community/Sustainable Development Department, associated operations and of the implementation and monitoring of 3E+ Strategy**

- Ensure the direct supervision, coordination and monitoring of the Department, including its teams (community, sustainable development), budget, activities and operations (vehicles, infrastructures, logistics in collaboration with the Operations Departments);
- Ensure the overall supervision, coordination and monitoring/reporting of the implementation of the 3E+ Community Engagement Strategy in the GZE and with partners;
- Ensure the technical supervision and financial supervision of the GZE-Development Action financed by the EU (“*referent technique*”), and co-validate reports with the Deputy Director;
- Strengthen the flow of information to analytic efforts across the GZE that aim to assess strengths, weaknesses, threats and opportunities

### **Other**

- Contribute to the capacity building, coaching and training of the Department.
- Ensure the technical supervision/monitoring of other funds/grants provided by other donors with FRM/SPM
- Any other duties as requested by the GM

### **Competencies, Qualification and experience needed for the role:**

- Educational background: Masters
- Experience: desired:
  - at least 7 years of work experience in community development,
  - at least 2 of which are in francophone Africa

### **Preferred:**

- French language
- Experience in Sudano-Sahelian ecosystems

### **Reporting**

- Organize the Monthly and Quarterly Department meetings
- Participate in the weekly HOD meeting
- Provide the GM with a monthly report by the end of each month, adhering to GZE-specific reporting requirements, as well as donor and AP Reporter requirements
- Provide the GM with an annual report at the end of each year





### **Key relationships**

Supervised by: GZE General Manager

Supervises: Heads of Service for community activities in ZNP, SMFR, migratory corridors and buffer zones

Other relations: Coordination & communication will be of paramount importance with the Deputy GZE General Manager regarding institutional and public relations, as well as complex processes involving administrative, political and traditional authorities, together with the Heads of Service GZE PMU, Chad Regional Office

External relations:

Associated Structures in the GZE; other NGOs and Partners active in the GZE; Regional and District political, administrative and traditional authorities; institutional donors, e.g. EU

### **What does success look like in 3-years' time?**

- The finalization and endorsement of the GZE LUMP, including statutory land use changes (most significantly the Siniaka-Minia National Park) and the implementation thereof
- Stakeholders, partners, other role players endorsing, and actively taking part in the implementation of GZE-LUMP according to their respective role.
- The 3E+ strategy and EU-funded Action successfully implemented with concrete results and impacts recorded in community's engagement
- Youth education, including programs that specific identify and promote particularly enthusiastic and talented individuals (through programs like "scouts"), is beginning to be visibly transforming the mindsets of young people in the GZE
- Significant improvement of effective management of IUCN Categories IV, V and VI areas
- Significant improvement of the management of pastoralism and its effects on the GZE

Please send all letters of motivation, CVs and copies of diplomas for the attention of the General Manager of Greater Zakouma Ecosystem by 31 May 2022 to [rh.tchad@africanparks.org](mailto:rh.tchad@africanparks.org).

