



Position title	Community Development Manager (Social)
Reporting to	Community Development Director
Contract Type	Full Time
Location	Head Office – Bryanston, Johannesburg

## Background

African Parks is a non-profit organization that enters into Public-Private Partnerships with Governments and communities for the rehabilitation and long-term management of protected areas in Africa. By adopting a business approach to conservation, and supported by donor funding, we aim to make each park ecologically, socio-politically and financially sustainable in the long-term, and in so doing, contribute to economic development and poverty alleviation.

Fundamental to AP's existence is the belief that national parks, the ecosystem services that they generate and the biodiversity that they conserve are necessary for the well-being of humanity and therefore worth conserving. Since conservation is a choice of land use, a choice made by people, it is incumbent on AP to build a constituency for conservation in which people understand and value these parks. In so doing, conservation will likely remain the land-use choice.

The stated objective or desired impact of AP's community development strategy is: *A domestic support base (or constituency) for conservation that is:*

- *Engaged in the management of protected areas,*
- *Educated about their importance, and*
- *Benefits from them, both directly and indirectly.*

AP's strategic framework, referred to as "3E+" has three inter-related objectives which are applicable at each and every park, as well as a mechanism for scaling impact. The key elements of this strategy are:

- **Engagement:** refers to the mechanisms & structures to ensure adjacent communities are informed about park management interventions, and involved in decisions that affect them.
- **Education:** refers to the mechanisms, structures and programs for ensuring adjacent communities are educated both generically, and specifically about conservation.
- **Economy or enterprise:** refers to the planning and facilitation of economic activities that give communities a direct economic stake in the park, thereby building what we refer to as a "conservation-led economy".
- **"Plus"** refers to the scaling of impact on people living around parks by crowding in other partners that have the skills and funding, to compliment the efforts of AP, both in what we are doing and in the provision of services beyond what we are able to do.

### **Role Profile: Community Development Manager (Social)**

The Community Development Manager (Social) is a Head Office role providing Community Development functional expertise and support to Operations teams in the Parks. The role reports into the Community Development Director.

The CD Manager (Social) is responsible for supporting activities related to social safeguards and governance, including:

- Facilitating stakeholder mapping and participatory processes to build understanding of communities and in implementing initiatives such as Land Use Planning;
- Identifying trends in human-wildlife conflict and supporting the formulation of insurance or mitigation schemes;
- Codifying and sharing best practice for managing activities that impact communities, e.g. maintaining transhumance routes and mitigating human-wildlife conflict.
- Supporting the grievance mechanism process for African Parks by ensuring that teams in the Parks are collating grievances from communities through multiple channels and reporting them into the central grievance resolution process;
- Supporting the monitoring and evaluation of CD initiatives and reporting on social indicators as inputs for Funding, Marketing & Communications, and other stakeholders;
- Supporting the CD teams in the Parks in defining and implementing their 3E+ strategies, and in implementing local research (e.g. socio-economic baselines, SAGE).

### **Capabilities, competencies and experience needed for the job:**

- Post-graduate qualification in Social Sciences/International Development/Conservation/Development Economics or a related field.
- Minimum of 8 years' experience in the social development field in Africa. Experience with governance or social safeguards assurance is a plus.
- Excellent communication and presentation skills in English. French and/or Portuguese is a plus.
- Strong analytical and writing skills and experience preparing reports and codifying best practice.
- Ability to engage with diverse internal and external stakeholders to foster collaboration.
- Affinity with conservation and social development in Africa.

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To apply, please email your CV and cover letter to [hadmin@africanparks.org](mailto:hadmin@africanparks.org) by 25 January 2023.

*Should you not hear back from us within 2 weeks after closing date, please take it that your application was unsuccessful.*