



**POSITION** : Park Manager  
**ORGANISATION** : Garamba National Park, African Parks Congo  
**LOCATION** : Nagero, the Democratic Republic of Congo  
**REPORTING TO** : Regional Operations Manager and the Park's Board  
**EXPECTED START DATE** : **August 2023**

#### **BACKGROUND:**

African Parks is a non-profit conservation organization that takes on the complete responsibility for the rehabilitation and long-term management of national parks in partnership with governments and local communities. We currently manage 22 national parks and protected areas in 12 countries covering over 20 million hectares in: Angola, Benin, Central African Republic, Chad, the Democratic Republic of Congo, Malawi, Mozambique, Republic of Congo, Rwanda, Zambia, Zimbabwe and South Sudan.

#### **JOB OVERVIEW:**

We are looking for an experienced senior manager, who will provide overall strategic direction and operational guidance for the sustainable development of Garamba National Park, executive leadership of the Park Management Unit (PMU), management of government, donor and other key stakeholder relations, and representation of African Parks on the park's Board. The Park Manager's role is based in Garamba, living permanently on-site at the park headquarters in Nagero. The project is large and complex with an appropriate annual budget and a staff complement of 480 people. The regional security situation has been stabilised in recent years though the pressures on the biodiversity are ever present. Candidates must therefore have relevant experience to handle the management of such a project.

#### **MAIN ROLES & RESPONSIBILITIES:**

1. Develop and execute a park strategy in accordance with the Partnership Agreement (mandate) with the national Government and African Parks Network (APN) objectives;
2. Develop and execute the implementation of a five-year business plan;
3. Develop and implement an annual activity plan and budget responsibly with continual improvement of the Sustainability Ratio;
4. Build and maintain positive community relations securing a constituency for conservation, government (national and provincial), donor and other stakeholder relations;
5. Ensuring adequate resources, including required funding, to deliver on the Park's Business Plan and in so doing, ensure financial management processes and fiscal discipline is rigorously applied;



6. Drive revenue generation through development of sustainable funding including tourism, and other commercial revenue streams to achieve medium to long term financial sustainability;
7. Ensure all park activities are conducted in accordance with African Parks policies and Standard Operating Procedures (SOPs);
8. Set the law enforcement strategy in cooperation with the key law enforcement managers.
9. The development of staff and succession planning, including PMU and Park Manager (PM). Promote the development of local national talent into the park in accordance with the Partnership Agreement and the requirements of the park;
10. Live the values of the organization:
11. Ensure a safe and healthy work environment;
12. Provide accurate and meaningful reports to the park Board, APN and other stakeholders as required; and
13. Identify, and develop long-term relationships with, core donors to ensure sustainable funding for the project.

#### **KEY RELATIONSHIPS:**

- Park Management Unit (PMU)
- Regional Manager
- Chief Operating Officer
- Park Board
- Key Government Officials
- Military Authorities
- Key Donors

#### **EDUCATION AND EXPERIENCE:**

- Tertiary qualification in a conservation relation field will be an advantage;
- A business qualification will be an advantage;
- At least 15 to 20 years of working experience, with more than 5 years of working experience in similar environments and roles;
- Military or law enforcement experience is an advantage;
- Proven ability to manage complexity;
- Experience in non-profit organizations will be an advantage;
- Experience working in multi-cultural environments;
- Very strong commercial skills;
- Very strong financial management skills;
- Very strong project management skills;
- Very strong analytical skills;



- Very strong stakeholder relationship management skills;
- Proven team leadership ability;
- Highly resilient and adaptable;
- Strong fundraising skills;
- Results-oriented;
- Must be fluent in French and English.

#### **WHAT SUCCESS LOOKS LIKE:**

Achieve the consolidation of Garamba as a project, which is financial sustainable for the medium to long term. Whilst maintaining minimal losses in key species and to continue to serve as a force for regional safety and security. Further enable the sustainable socio-economic development, including the successful implementation of the Land Use Plan, for the restoration of the ecosystem.

#### **HOW TO APPLY:**

To apply, please email your CV and cover letter to [careers@africanparks.org](mailto:careers@africanparks.org) by Monday, 19<sup>th</sup> June 2023. Please mention the position name in the subject line of the email.

In case you do not hear from us within two weeks after the closing date, this means that your application was not successful. We thank you for your interest in working for African Parks.