

Job Opportunity

Position : Capacity Building Coordinator

Agencies : Wildlife Conservation Society (WCS), World Wildlife Fund for nature (WWF) and African Parks Network (APN).

Location: Brazzaville with regular missions in field sites supported by WCS, WWF et APN in Congo and the region.

Starting date : Mars 2019.

Employment : full time

Project Description: WCS, WWF and APN have long supported the Congolese, Cameroonian and Central African governments in their efforts to conserve biodiversity in the landscapes of the Tri-National Sangha (TNS) and support the management of several protected areas in the three countries. They also support the implementation of USLABs (Anti-poaching Units) in forest concessions in the Republic of Congo. Although training and capacity building has always been a focal point, the three institutions wish to strengthen their capacity building efforts in these sites, and therefore plan to develop and implement systematic capacity building strategies adapted to the specific needs of the sites supported.

Mission: The coordinator will be responsible for assessing capacity building and training needs at the different sites and for developing specific training plans and programs in collaboration with the management units of the different sites. The coordinator will also need to identify the common needs of the various sites in order to propose a structure that can be adapted more globally to the other protected areas of the sub-region.

Specific responsibilities:

1. Conduct training needs assessments in each site to determine the skills (knowledge, skills, attitudes and practical experiences) required.
2. Identify emerging leaders and establish a leadership program that provides targeted problem solving, management and leadership training for current and future team leaders.
3. Develop training plans to fill the gaps that have been identified.
4. Identify institutions offering appropriate training, develop curricula, organize training and identify sources of funding or additional training grants.
5. Coordinate and monitor the implementation of the training plan at the different sites.
6. Develop a monitoring and evaluation program and define a set of indicators to assess the impact of the program on increasing knowledge and capacity for the duration of the program.
7. Support the various sites in the various needs identified in terms of training, including support with the necessary administrative formalities.

Candidate profile:

- Possess at least a master's degree in educational sciences or environmental sciences. A PhD will be a plus.
- At least 10 years of professional experience in Africa (including Central Africa).
- At least 5 years of experience in work related to the areas of biodiversity conservation.
- At least 5 years of experience in capacity building, mentoring, training, and ideally in conservation or management of protected areas.
- Fluency in French and good level of English; Lingala will be a plus.
- Proficiency in computer tools such as Microsoft Office and project management software.
- Experience working in a multicultural context with several partners and stakeholders.
- Excellent communication skills.
- Excellent organizational and reporting skills.
- Experience in project management / coordination.

Please send your CV and cover letter to wcscongbrazza@wcs.org, WWF (bas.verhage@wwfus.org) or APN (antoinem@africanparks.org) or bring a hard copy of your application at the WCS office (market plateau city - Brazzaville) before February 15, 2019.