



## **Gabon Programme Manager – Giants Club Gabon**

### **Human Elephant Conflict Mitigation Project**

#### **Space for Giants**

##### **Job Opportunity**

---

#### **Purpose**

Space for Giants is recruiting a Programme Manager to oversee the development and implementation of the Human-Elephant Conflict (HEC) Mitigation Project to be delivered through The Giants Club Initiative in Gabon. Project delivery will take place in partnership with the Agence Nationale des Parcs Nationaux (ANPN) to secure the livelihoods of local farmers and promote protection for elephants.

#### **Space for Giants**

Space for Giants is an international conservation charity that protects Africa's elephants from immediate threats like poaching while working to secure their habitats forever in landscapes facing ever-increasing pressures. Everywhere we work, in Angola, Botswana, Gabon, Kenya, Namibia, Uganda, Zambia and Zimbabwe, we use science and best-practice to inform our approach. We develop and deliver anti-poaching initiatives, secure protected landscapes for elephants, work to lessen the problems that arise where people and elephants live alongside each other, and find new ways to reach new audiences with stories of conservation. We are based in Kenya, and registered as a charity in the UK and a non-profit in the US.

#### **The Giants Club**

The Giants Club is an initiative founded by Space for Giants. Its goal is to protect at least half of Africa's elephants by 2020. The club was formed to unite and galvanise leaders of African elephant-range states, heads of major businesses operating in Africa, global philanthropists, key influencers and leading wildlife protection experts. Together, these individuals provide the very highest levels of political will, real financial muscle, global influence and technical capacity that are so urgently needed to look after Africa's remaining elephant populations and the landscapes in which they live.

# The Human Elephant Conflict Mitigation Project

## Promoting sustainable livelihoods for farmers in Gabon

Human-elephant conflict is an enormous challenge in rural Africa wherever people and elephants share space, resulting in huge social and economic costs in the form of crop destruction, property damage and killing of humans by elephants. Gabon is home to two-thirds of Africa's forest elephants, and despite having suffered devastating declines in their population due to poaching for the illegal ivory trade, HEC remains a widespread problem. Studies have shown that in some parts of the country, farmers expect to lose 40-45% of their crop harvest to elephants. This is leading to increasing resentment towards elephants and the ANPN.

In August 2016, after the inaugural Giants Club Summit in Kenya, the ANPN with support from Space for Giants, were able to take lessons learned from the Kenya landscape and employ these in Gabon. As a result strategically located elephant fences were constructed in a pilot study to provide proof of concept. These pilot fences have performed effectively against forest elephants and are currently being scaled up across the country. SFG is providing technical expertise to the ANPN to ensure this project is scaled up cost-effectively, driven by best practice guidelines and carefully monitored and evaluated.

## Objective of the Role

The primary objective of the Programme Manager is to develop, implement and monitor the delivery of the human-elephant conflict mitigation project in Gabon in support of the ANPN.

## Specific Activities

The key responsibilities of the Programme Manager will be as follows:

- Act as a key liaison for Gabon's HEC mitigation programme between SFG and ANPN providing necessary technical and management support, as well as developing close working relationships with strategic partners in the landscape (e.g. NGOs and private sector);
- Oversee the development and delivery of the HEC mitigation project through the following activities:
  - a. Identifying HEC priority areas for interventions and implement a HEC monitoring system across these areas.
  - b. Creating and managing systems, alongside ANPN and partners, to better understand and manage HEC in Gabon. (e.g. social surveys, participatory mapping and land use planning)
  - c. Managing the design and construction of electrified elephant fences throughout Gabon with a focus on the Gamba Complex of Protected Areas (including tasks such as developing bills of quantities, creation of budgets, conducting site assessments, GIS mapping of site locations, coordinating

human resource requirements, coordinating training as necessary, developing timelines etc.).

- d. Implementing a robust scientific monitoring and evaluation protocol (as per SFG's HEC mitigation strategy for Gabon) to monitor the effectiveness of fences across Gabon (including identifying training and resource needs, implementing data collection protocols, managing data flow and storage and analysis, developing regular briefing reports ).
  - e. Supporting the creation of a HEC-management unit with clear reporting lines within the ANPN to deliver informed decision making (including identifying human resource and training requirements, providing recruitment support and drafting of TORs) to ensure this department succeeds in managing HEC.
  - f. Provide technical expertise and support for the development of project funding proposals to ensure the long-term viability of the project can be guaranteed and to provide oversight for project reporting where funding has already been secured (i.e. including writing grants to institutional funders, being responsible for project reporting and accounting).
  - g. Provide technical support for any other projects outlined in Gabon's National Elephant Action Plan related to HEC mitigation.
- Represent SFG at technical meetings with Government and private sector actors as necessary.
  - Update ANPN Management and Space for Giants on project progress through regular reporting and briefs.

## Skills and Experience

The ideal candidate will have proven experience working in Africa with a demonstrated capacity to work with the Government, private sector or third sector organisations to deliver high capacity conservation projects. In addition the following attributes are sought:

- Excellent English and French language communications, analytical and writing skills.
- Minimum five years of demonstrated experience of project management, ideally within the field of conservation;
- At least three years' experience of working in Africa;
- Strong interpersonal skills and ability to interact with high-level executives in Government, private sector and third sector organisations;
- Working knowledge of impact monitoring systems, data and information management and analysis;
- Educated to at least Master's degree level;
- A demonstrated understanding of elephant conservation issues;
- Basic GIS skills;
- Ability to mobilize people of different backgrounds and cultures;
- Willingness to work extensive hours and in remote locations;
- Excellent at managing diverse activities, and meeting multiple deadlines under pressure;
- Initiative and drive to lead the programme independently with oversight from the SFG and ANPN HQ;
- Ability to handle sensitive issues and confidential information;

- Commitment to nature conservation;
- A clean driving license and experience of driving off road;
- Prior experience of Gabon and knowledge of Gabon protected areas are an advantage;
- Based in Gabon (or the ability to work and live in Gabon).

## **Reporting and Delivery**

The position will report to the SFG Conservation Programme Manager and the Director of the ANPN.

## **Contract Terms**

The position is available to start immediately with the following conditions:

- After a three-month probation period, the contract will initially run for 12 months and will be extended, thereafter, depending on performance;
- Full-time employment;
- 6 days a week;
- Based in Libreville at ANPN offices, with extensice time in Gamba and countrywide;
- Salary is dependent on experience and subject to negotiation.

## **Application**

- Send a CV and cover letter by November 11<sup>th</sup> to [jobs@spaceforgiants.org](mailto:jobs@spaceforgiants.org)