



WWF for a living planet®

JOB DESCRIPTION

Position title: Salonga National Park Manager
Reports to: Salonga Programme Coordinator
Supervises: The UGPNS (L'Unité de Gestion du Parc National de la Salonga) and partners as designated.
Location: Salonga landscape (Monkoto in the Democratic Republic of Congo)
Date: February 2017

I. Context

The World Wide Fund for Nature (WWF) has embarked on ambitious, field-based conservation programs across the Congo Basin. In the Democratic Republic of Congo (DRC), WWF is active in several landscape-scale sites, including the over 10 million ha Salonga landscape, encompassing Salonga National Park (SNP), the second largest forest park in the world, a UNESCO World Heritage site, and a critical refuge for bonobos and forest elephants. In addition to its importance for biodiversity conservation, this humid forest region plays a significant role in carbon storage and water provisioning.

The Salonga program takes an integrated conservation approach with a consortium of NGOs, government, community, and academic partners. Key conservation strategies include: protected area management; land use planning; law enforcement and species conservation; community-based natural resource management and livelihood improvement mostly through small-scale sustainable agriculture; and forest certification. Sustainable financing mechanisms, including REDD, are being explored.

Effective protected area management is a corner stone of WWF's conservation efforts in the DRC, in close partnership with ICCN (*Institut Congolais pour la Conservation de la Nature*, the Protected Areas Authorities in DRC). New, creative perspectives and strategies are needed to effectively manage protected areas in this challenging social, economic, cultural, and logistical environment.

WWF and ICCN have entered into a co-management partnership as a new approach to protect and manage the park with financial support from KfW, the EU, USAID as well as own WWF funding. Salonga Program is launching an ambitious programme that will be led by a Management Unit.

The Park will work closely with partners inside and outside of the park to effect real conservation results. The position supervises WWF and ICCN staff working in the law enforcement, research, tourism, monitoring, infrastructure, logistics and activities in periphery (community development) and collaborates with partners to advance the park objectives. He will lead the Management Unit of the Park known as UGPNS and will act as a resource person for Salonga Steering committee.

II. Responsibilities and main tasks:

Provides strategic leadership

To achieve conservation results, including the Park vision; partnership for protected area management (management plan development, implementation, and adaptive management); law enforcement through ICCN Eco guards, community-based natural resource management; institutional strengthening and training; policies and legislation; regional networking; and project monitoring.

President: Yolanda Kakabadse
Director General: Marco Lambertini
President Emeritus:
HRH The Duke of Edinburgh
Founder President:
HRH Prince Bernhard of The Netherlands

Registered as:
WWF-World Wide Fund For Nature
WWF-Fondo Mondiale per la Natura
WWF-Fondo Mundial para la Naturaleza
WWF-Fonds Mondial pour la Nature
WWF-Welt Natur Fonds
Also known as World Wildlife Fund

Park oversight and coordination

Plans, directs and oversees park activities in accordance with the annual work plan, budget and contractual agreements. Develops work plans and budgets for approval by WWF, partners, the Salonga steering committee, and other participating agencies. Mobilizes and coordinates with government and non-government partners, donors, and other stakeholders in the Park to work towards a common vision on the park while also supporting synergies with the landscape management. Oversees program planning to strengthen progress towards objectives (e.g. strengthen park management, anti-poaching activities).

Ensure the organization of regular meetings of the Salonga landscape consortium and concertation committees (CoCoSi).

Park management implementation

Manages the park and its management unit (UGPNS) using a participatory, adaptive management approach. Ensures that management systems are established, and oversees the administration of the management plan and related program/projects. Supervises activities. With support from WWF, ensures that project(s) are in compliance with donor regulations. Illustrative responsibilities include:

- Develop and implement together with stakeholders the annual operational plan
- Coordinate the park infrastructure development that includes roads, patrol stations, offices, logistic equipment's, Eco guards equipment, communication means like internet, VHF, Speed boats, aircrafts etc.
- Enhance the protection of the Park by opening more than 10 new landing runways, 18 new stations well equipped in solar power, generators, internet and all important transport means depending on the geographical setting of the area.
- Coordinate inclusive land use planning activities.
- Use field experience to inform policy advocacy at local and national levels.
- Promote strong communication with key stakeholders from local to global scale as far as Salonga is concerned.
- Support capacity building and institutional strengthening of local partners, for land use planning and wildlife monitoring/law enforcement.
- Oversee support to ICCN, patrols and all law enforcement activities such as rangers training.
- Coordinate private sector (forest concession) engagement with WWF Forest Program.
- Explore sustainable finance mechanisms.

Administration/Financial management

With the direct support of the manager of finance and administration, contribute to the development of project budgets for approval, technical and financial reporting, and monitoring of expenditures against budgets for Park activities.

III. Profile

Required Qualifications

The Park Manager should have the following skills and experience:

- Advanced university degree in an appropriate field (conservation / environment / natural resource or park management; forest / terrestrial ecology)
- A minimum of 10 years' experience working in conservation, or development organizations, preferably in a similar biome,
- Project management experience in Africa or elsewhere is strongly desired.

Required Skills and Competencies

- Strong working knowledge of park management and what it takes to effectively manage a large-scale park. Understanding of forest and wildlife ecology, and natural resource management principles is important.
- Depth and breadth of knowledge of biomonitoring in forested environment and law enforcement procedures;
- Clear understanding of community-based natural resource management and rural livelihood issues.
- Strong administrative and financial management skills and excellent organizational skills.
- Excellent people and project management skills to handle complex, multi-faceted projects, negotiate, and resolve conflicts.
- Excellent oral and written communications skills in French and a good command of English. Experience working with government officials and donors.
- Ability to live and work in remote and difficult conditions.
- Ability to live in multicultural context and acceptance of local values.
- Adheres to WWF's values, which are: Knowledgeable, Optimistic, Determined and Engaging.

IV. Working Relationship:

Internal– Works closely with the Salonga Programme Coordinator, DRC Conservation Director, Landscape Rural Development Manager, other program managers in WWF DRC such as from the protected area and the forest and agriculture program, the regional team, and WWF National Offices (especially WWF Germany and US) to coordinate efforts and mobilize support.

External – Works with major DRC implementation partners: the Ministry for the Environment and local Protected Area management authority (ICCN). Coordinates closely with a suite of international and national NGO's and local communities. Reports for the UGPNS to the Salonga Steering Committee.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organizational needs.

Prepared by Supervisor: _____ Date: _____

Accepted by Departmental Director: _____ Date: _____

Accepted by Staff member: _____ Date: _____