



Country Manager (Madagascar)

Terms of Reference

WWT's vision is to create a world where healthy wetland nature thrives and enriches lives. We conserve, restore and create wetlands, save wetland wildlife, and inspire everyone to value the amazing things healthy wetlands achieve for people and nature. In Madagascar, WWT strives to abate the degradation of wetlands, taking an integrated approach that secures ecosystem services for local people whilst conserving global important biodiversity.

The Country Manager will oversee the operational and administrative delivery of WWT's Madagascar Programme. A key focus of the role will be to advance national wetland guidance, supporting stakeholders from across different sectors to consider the importance of wetlands for biodiversity and local people, and integrate sustainable wetland management in their areas of work.

WWT Madagascar Programme

Most of Madagascar's wetlands have either been lost (+60%) or severely degraded due to conversion to agriculture, sedimentation, invasive species and over-harvesting. Wetland species have declined dramatically as their habitats have disappeared. The human communities that live in and rely upon these wetlands have also suffered as a result from loss of ecosystem services.

WWT's Madagascar Programme works at local and national levels to deliver conservation action and provide resources for conservation and sustainable development practitioners working in and around wetlands. Our work has included wetland assessments of the Central Plateau, securing wild and captive populations of the critically endangered Madagascar Pochard, developing community-based management and wetland monitoring projects, creating wetland environmental education resources and coordinating National Wetland Guidance.

Terms and Conditions

Start Date: As soon as possible

Duration of Contract: 24 months, with possibility of extension

Remuneration: US\$15,000 per annum (negotiable)

Location: Based in Antananarivo, with extended periods in the field.

Benefits: Expenses for accommodation are provided at the field sites, as are all work-related travel costs.

Hours of Work: This is a full-time role, requiring a minimum of 37 ½ hours per week. Hours may vary depending on job requirements in the field.

Reporting to: Head of Conservation & Development

Supervisory and Support Responsibilities: Field teams, including Technical Advisors, researchers, volunteers and students, as well as assisting with overseeing the work of project/partner field staff.

Main duties of the post

1. Coordinate a National Conference to promote wise-use and sustainable management of wetlands. This includes determining appropriate scope, liaising with government, contacting potential speakers, and integrating local partners and academics.
2. Deliver training and support to wetland managers, building local capacity for best-practice wetland management.
3. Implement operational and financial administrative systems to support the successful delivery and growth of WWT's Madagascar Programme.
4. Support WWT and partner field teams to achieve the highest possible conservation impacts in their project areas.
5. Support trips to Madagascar by UK-based WWT staff.
6. Attend workshops and other events to promote wetland conservation.
7. Identify opportunities, and support partners from a wide range of sectors, to influence the wise-use and conservation of wetlands in Madagascar.
8. Develop and deliver training programmes for national and regional government, commercial businesses, NGOs, other civil society groups, and local communities.
9. Support the dissemination and uptake of WWT's primary school wetland environmental education course.
10. Support partners to implement work plans of management transfer agreements.
11. Liaise with regional and district governments, gaining the necessary permissions and permits for conservation action in our areas of operation.
12. To represent WWT externally as appropriate, including with partners, other key stakeholders and relevant technical audiences.
13. To contribute to internal and external reporting needs as required.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, as appropriate for the delivery of project or wider objectives.

Personal Specification

Essential:

- Bachelors degree in ecology, conservation, project management, or other relevant subject.
- Demonstrable fluency in French and English.
- Proven track record delivering complex multi-stakeholder projects.
- Experienced in the administration and management of conservation projects, with comprehensive understanding of standard financial processes (e.g. receipt keeping, expenditure tracking, budget management).
- Excellent knowledge of wetland conservation, ideally with experience of working on community-based natural resource management projects.
- Experience working in remote areas in the Developing World and willingness to spend extended periods in the field, often in testing conditions.
- A proven ability to coordinate and facilitate high-level conferences and workshops.
- The ability to engage with government at Ministerial level and an already established network of influential stakeholders.
- Cultural sensitivity and awareness to build good relationships with local partners and stakeholders.
- Good IT skills and a working knowledge of Microsoft Office.
- A goal-orientated approach with an ability to think creatively and adapt plans if required.
- Highly organized and self-motivated.
- Ability to build good working relationships with individuals and organisations and to work effectively as a team member.
- Knowledge and experience of wetland ecosystem services.

Desirable:

- Masters degree in ecology, conservation, project management, or other relevant subject.
- Demonstrable fluency in Malagasy.
- Technical background in environmental policy.
- Experience of coordinating training programmes.