



VACANCY: SEABIRD CONSERVATION PROGRAMME MANAGER

BirdLife South Africa (BLSA), based in Johannesburg, South Africa, is one of the largest, most active, non-governmental conservation organisations in South Africa.

BLSA is the South African Partner of BirdLife International, which operates through partners in over 120 countries and territories worldwide. The BirdLife Partnership is the leading and internationally-acclaimed authority on the status of birds, their habitats, and the issues and problems affecting birds. BLSA has special links with the BirdLife partners in Africa, and the Royal Society for the Protection of Birds in the UK.

BLSA is looking for a well-qualified, experienced and innovative ***Seabirds Conservation Programme Manager*** to head the organisation's Seabird Conservation Programme, implement African Penguin and Ecosystem Approach to Fisheries projects, and to manage the programme's seabird conservation projects and staff. The ideal candidate would be dedicated, strategic, innovative and dynamic with a passion for conservation.

The ***Seabird Conservation Programme Manager*** will be committed to BLSA's vision and mission, and be willing to work collaboratively with other organisations, regional and internationally, to further the conservation cause of seabirds in particular. The ***Seabird Conservation Programme Manager*** will report directly to BLSA's Conservation Manager.

PRIMARY RESPONSIBILITIES

The primary responsibilities of the Seabird Conservation Programme Manager will include, but not be limited to:

- Overseeing all aspects of BLSA's Seabird Conservation Programme, and will be responsible for delivering critical conservation outcomes relating to pelagic and coastal seabirds, aligned with the overarching conservation and institutional objectives of BLSA.
- Line managing the seabird conservation staff, and provide strategic guidance relating to all existing and future seabirds and coastal seabirds conservation projects, such as the Albatross Task Force, Coastal Seabirds Project, and the Mouse Free Marion Project.
- Implementing BLSA's various African Penguin conservation projects, including supporting the implementation of an Ecosystem Approach to Fisheries management in the small pelagic fishery and managing African Penguin research projects.
- Develop, review, implement and ensure successful execution of the programme's projects, strategies and priorities.
- Strategically identify and pursue future projects to advance BLSA's seabird conservation agenda.
- Liaise with BirdLife International's Marine Programme Coordinator and provide assistance with regards to the successful implementation of marine IBAs, and oversee the activities of the Albatross Task Force (ATF).
- Liaise and maintain key partnerships with the BirdLife Africa Secretariat, the Royal Society for the Protection of Birds, the South African Departments of Environmental Affairs and Agriculture,

Forestry and Fisheries and other government department, non-government organisations and other strategic role players.

- Assist with fundraising, maintain reporting structures and nurture key relationships with existing funders and donors.

INHERENT REQUIREMENTS

Inherent requirements for the position are:

- PhD preferred, but a minimum of a Master's degree.
- Highly proficient statistical modelling and analytical skills.
- 5-10 years managerial experience in a similar environment, with illustrated experience in people management, financial and related management and all other related senior managerial duties and responsibilities.
- Proven experience in the design, implementation, co-ordination and management of complex scientific conservation projects.
- A proven track record in successful fundraising, identifying donor prospects, donor cultivation and grant writing.
- Track record of working collaboratively with diverse groups and with diplomacy and conflict resolution skills.
- Code 8 driver's licence.

RECOMMENDATIONS

- Knowledge of South Africa's environmental legislation and international multi-lateral environmental agreements, specifically related to the marine and coastal environment.
- Ability to develop policy briefs and position papers.
- Extensive knowledge of seabirds and fisheries.
- Knowledge about island conservation and especially alien species eradication.
- Knowledge of "R" and its application.
- Superior communication skills with proficiency in English (written, spoken and graphical means).
- The ability to network with key stakeholders, donors, funders and government officials.
- Ability to multi-task, problem solve, prioritise and delegate effectively.
- Skilful use of the Microsoft Office suite.
- Scientific publication record.
- Willingness to travel internationally.

GENERAL

The successful candidate will report to BLSA's Head of Conservation.

The position is based at BLSA's Seabird Conservation Programme office (currently at 9 Foregate Square, Foreshore) in Cape Town.

The nature of the position requires the incumbent to sometimes work afterhours and over weekends and, at times, may involve extensive travel.

REMUNERATION

Salary: BLSA offers a salary which is commensurate with the position and responsibilities. The salary information is available on request. For any further enquiries, please feel free to contact 011 789 1122.

Fringe benefits: BLSA provides comprehensive group life insurance.

INTERVIEW

Interview: Successful applicants will be required to attend interviews in Cape Town.

APPLICATION PROCEDURE

Applicants are to submit:

- A detailed curriculum vitae with three contactable referees (recent).
- Copies of qualifications (please provide the SAQA accreditation in the case of foreign qualifications).
- A list of publications and other achievements.
- A copy of the applicant's identity document.
- A detailed motivation as to how the applicant sees his/her role in this post.

Please note:

- All applications will be treated in the strictest confidence. Communication will be limited to shortlisted candidates only. Should you not be contacted within six weeks of the closing date for applications, you may assume that your application was unsuccessful.
- BLSA reserves the right not to make an appointment.
- BLSA subscribes to and applies the principles prescribed by the Employment Equity Act. Preference will be given to candidates from designated groups, in accordance with the principles of the aforementioned act and the employee profile of the specific programme.

Assumption of duties: As soon as possible

Closing date: 27 April 2019

To apply please e-mail your CV and motivation to BLSA's HR Manager at isabel.human@birdlife.org.za with the subject title (Seabird Conservation Programme Manager).

For further information, contact Mark D. Anderson, BLSA's CEO, at ceo@birdlife.org.za