



# Conservation Director Maio Biodiversity Foundation, Cape Verde

## Maio Biodiversity Foundation

The Maio Biodiversity Foundation (FMB) was established in 2010 to protect biodiversity on the island of Maio, one of the last remaining rural islands in the Republic of Cape Verde. Maio has pristine beaches, wetlands that support migratory and breeding birds, and a marine ecosystem that is one of the global biodiversity hotspots. Since its establishment, FMB rapidly grew to be one of the most successful conservation NGOs in West Africa. We have internationally recognised projects on marine protected areas, sea-turtle conservation, bird protection and ecotourism. FMB has strong links with local communities, and our projects are supported by local, national and international agencies. See further details at [www.facebook.com/maioconservation](http://www.facebook.com/maioconservation)

## THE OPPORTUNITY

To continue this dynamic development, FMB is looking for a Director to join our team in Cape Verde. S/he must have experience in nature conservation and be keen to apply her/his managing skills leading a local conservation NGO in Africa. Tasks are varied and challenging, including strategic planning, team and relationship management, fundraising and opportunities to work in the field - so that the individual must be adaptable and a strong team player. This position would be a good fit for an experienced program leader used to managing large teams.

## TERMS AND CONDITIONS

Start Date:	May 2017, starting with a hand-over/training probationary period
Duration:	3 years contract, subject to satisfactory performance, and with a 3 months probation period
Contract term:	Full time
Salary:	110,000 - 140,000 CVE per month, depending on experience and work status (for reference, living costs on Maio are about 40,000 CVE per month)
Location:	Maio Biodiversity Foundation, Cidade Porto Inglês, Maio, Republic of Cape Verde

## JOB DESCRIPTION

Job Title:	Conservation Director
Reporting to:	Executive Board

## General responsibilities

- Oversee and direct the strategy of FMB work programs, to guarantee effective conservation and development outcomes

- Appoint and direct the team of program leaders, ensuring sound management of all FMB staff
- Communicate with and report to the FMB Board
- Represent FMB at all levels, maintaining positive relationships with government, local communities, major donors, and other key stakeholders
- Monitor and ensure the financial sustainability of FMB
- Ensure appropriate and effective protocols are in place for project reporting, staff safety and financial/equipment management
- Design and ensure implementation of the FMB communications plan, to meet conservation, advocacy and fundraising goals
- Implement FMB conservation and science activities, as necessary and appropriate to experience

## Requirements

- Master's degree (or PhD) in any discipline, preferably in sciences or in management
- At least three years of experience in the nature conservation or development sector, of which at least 1 year of experience in a senior management role
- Demonstrable experience in monitoring & evaluation of projects and a good knowledge of data management
- Track record of managing large teams (managing managers who lead teams)
- Experience in project design and management
- Good knowledge in the field of finance & staff training are an added advantage
- Languages: very good Portuguese or Spanish, very good English (especially written)

## Key competencies

- Self-driven, results-oriented with a positive outlook, and a clear focus on high quality and sustainability
- Mature, credible, and comfortable in dealing with team members
- A natural forward planner who critically assesses own performance
- Relevant experience in field-level implementation of large scale projects and ability to motivate and achieve targets through team building
- Ability to nurture and support team members and demonstrate by actually showing (hands-on person)
- HR planning and deployment
- Managing and putting together effective cost resources
- Must be a competent writer of business letters, quotations and funding proposals

## APPLICATION PROCESS

Applications, consisting of a cover letter explaining why you are applying for the position and relating your experience and skills to the role (max 2 pages), a full CV, and contact details of two referees should be in English and submitted via email to: [elisa.dierickx@fmb-maio.org](mailto:elisa.dierickx@fmb-maio.org)

The closing date for applications is 17<sup>th</sup> March 2017.

Interviews are likely to be held week commencing 27<sup>th</sup> March 2017.

Candidates selected for interview will be contacted by email.

Only short-listed candidates will be notified.

Please mark your application 'FMB Director Position.'