

THE PANGOLIN PROJECT

Training and Facilitation Manager and Coordinator

The Pangolin Project

The Pangolin Project was founded in August 2019. We are a not-for-profit initiative dedicated to protecting pangolin species and their habitat within Kenya. Our goal is to be an internationally recognised leader in the monitoring and protection of pangolin species in east Africa and to work with the Government of Kenya and other stakeholders to develop a National Protection and Recovery Strategy for Pangolins. Our activities operate under 4 key pillars: applied conservation research; sustainable protection; community empowerment and advocacy.

Since August 2019 we have been working in Narok County, Kenya to carry out applied conservation research assessing the distribution and habitat use of ground pangolin and the risks to these species. As part of our sustainable protection programme we have carried out a number of training sessions with conservancy and county government rangers in the same landscape to standardise knowledge and awareness about pangolins. This training has resulted in raising the profile amongst anti-poaching stakeholders and, as a result, ad-hoc protection of pangolin species. Findings from our primary research have been used to guide protection strategies.

Catalysing Pangolin Protection in Narok and Taita Taveta County

“Catalysing Pangolin Protection” is a foundation programme of The Pangolin Project and will expand our existing work across Narok and Taita Taveta County. We will scale the training programme and also support ranger teams to identify activities that will enhance pangolin protection in their operational areas. Working with the ranger teams we will co-design the means to manage and measure the success of these activities on pangolin populations over a nine month period and apply adaptive learning approaches to evaluate the impact of and alter the activities. A team of thirty six “Pangolin Rangers” will be financially facilitated to lead activities and to record sightings, illegal killing and poaching of pangolin incidents in a standardised monitoring system. This information will be collated by our lead researcher who will carry out complimentary research within the operational areas. This information will be used to inform the ranger activities.

Purpose of the role

The Training and Facilitation Manager (TFM) will be the primary representative of The Pangolin Project. You will join an existing dedicated team, lead and facilitate ranger training and also be responsible for coordinating conservation activities over a wide landscape. The TFM will be responsible for the following activities:

- Plan, organise and manage the training of up to 32 ranger posts in two counties of southern Kenya;
- Manage local partner relationships in coordination with other team members, including the part-time facilitator;

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- Develop an activity framework for ranger teams focused on establishing goals and targets for activities that will enhance pangolin protection in operational areas;
- Evaluate the effect and impact of activities on pangolin populations and habitats across the operational landscapes in coordination with the lead researcher;
- Install a standardised monitoring system into the ranger teams;
- Facilitate adaptive learning and management processes within ranger teams over a twelve month period;
- Work with researchers to interpret monitoring data and develop conclusions that will inform ranger activities and strategies;
- Support the ongoing development of plans and strategies with The Pangolin Project team.

The appointee will report to the Director of The Pangolin Project and work in collaboration with our lead researcher and wider team.

Skills and Experience

We are seeking a motivated and dynamic individual to join our team and contribute unique technical skills and coordinate our protection programmes. Essential requirements include:

- A passion and interest towards wildlife conservation;
- Proven experience working in management, research, training, MEAL or a related field;
- Proven experience organising and facilitating training with teams at all different levels of an organisation;
- Experience working with diverse stakeholders and partners in a cross-cultural setting;
- Excellent written and verbal communication skills in English and Kiswahili;
- Ability to lead and engage a team of dedicated individuals working in remote areas;
- Ability to explain complex concepts to employees at all levels of the organization;
- Demonstrated ability to self-organise, work independently and complete projects in a timely manner;
- Ability to stand apart and to evaluate evidence and make recommendations from a fact-based perspective;
- Proven team leader and co-worker with the ability to live and work in Kenya.

Desirable requirements include:

- A master's degree in social sciences or a related field;
- A drivers licence and 4x4 experience;
- Experience in social science methods (e.g. specialised questioning techniques);
- Knowledge of pangolins.

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It is not essential that the appointee has experience working in the conservation sector and we welcome applicants with relevant skills from other sectors who can demonstrate the motivation for the role.

Location and Remuneration

This will be a fixed term contract for a twelve month period. The main office is in Nairobi with extensive travel across Narok and Taita Taveta County. This is a position in a young organisation with an ambitious plan to impact pangolin conservation in east Africa.

Remuneration will be based on experience and include a monthly salary with all travel expenses covered.

How to Apply

Applicants should send a CV and a covering letter detailing why they would be suitable for this role to info@thepangolinproject.org by the 29th May 2020. Short listed candidates will be contacted by the 5th June 2020.