



JOB DESCRIPTION

PROGRAMME DIRECTOR MADAGASCAR



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INTRODUCTION TO DURRELL

Durrell Wildlife Conservation Trust is an international charity working to save species from extinction. Headquartered in Jersey in the Channel Islands, Durrell focuses on the most threatened species in the most threatened places.

Established by author and conservationist, Gerald Durrell, in 1959, Durrell delivers its conservation mission through our three integrated core areas of operation:



**A centre of excellence
in animal husbandry,
research, training and
education**



**Training future
conservation practitioners
and monitoring and
evaluating conservation
science which underpins
all Durrell activities**



**Conservation action
where it is needed most**

With a track record of 60 years, Durrell leads some of the world's longest running and most successful species and habitat recovery programmes. The quality of our work is equally as important as how we deliver it. Our values, underpin how we approach our work and the work environment we create.

OUR VALUES

PURPOSEFUL

We are clear on why we do what we do, are connected as an organisation, we understand and demonstrate enabling / delivery, we are passionate about what we do and work tirelessly to achieve it.

ACCOUNTABLE

We are accountable for our actions; we act with integrity and always have the best interests of the Trust at heart. We take it upon ourselves to update our knowledge and deliver excellence, and our ethics are of the utmost importance.

SUPPORTIVE

We develop and encourage our staff, we work as a team, work well with other departments and trust and respect each other. We promote a learning culture, treat people fairly, encourage diversity in the workplace, and value the opinions and views of others.



JOB PURPOSE

Central to Durrell's 'Rewild Our World' strategy are our ten global rewilding sites, two of which are in Madagascar: Madagascar wetlands and Madagascar dry forests. Durrell's Madagascar Programme is our single largest investment, with a full-time workforce of over 100 employees working in seven field sites across the country.

The post holder will be the lead Durrell representative in Madagascar, responsible and accountable for the management and strategic delivery of Durrell's Madagascar Programme. They will oversee all Durrell's operations in the country, ensuring the highest standards of practice, maintaining and developing relationships with government, partners and other stakeholders, securing funding to support the programme and engaging in processes to influence policies that promote biodiversity conservation.

**PROGRAMME DIRECTOR
MADAGASCAR**

DEPARTEMENT
Field Programmes

CONTRACT
Full Time (40 hours per week)

REPORTS TO
Field Programme Manager

LOCATION
Antananarivo, Madagascar



KEY RESPONSIBILITIES

- Lead the development, management, and implementation of the Durrell Madagascar programme, making key in-country strategic and operational decisions in consultation with Field Programmes Managers and Director of Field Programmes.
- Monitor, manage and report on the performance of the Programme, including monitoring and evaluation of financial and technical deliverables and its impact.
- Ensure effective running of the Programme and compliance of staff and projects with all processes and policies set out by Durrell, donors and the Government of Madagascar, including Durrell's Safeguarding policy, Health and Safety policy, financial processes, conditions of grants and Malagasy legal requirements.
- Oversee the preparation, implementation and management of the annual Madagascar Programme workplans and budgets, ensuring the highest standards of financial management and reporting.
- Work closely with colleagues to secure funding for the Programme, identifying funding opportunities, liaising with donors, and developing fundraising proposals aligned with programme strategies.
- Lead change management within the Programme as required to reflect operational or strategic changes within Durrell or within Madagascar.
- Act as political representative of Durrell in Madagascar with all partners and donors.
- Meeting regularly with relevant government agencies, project partners and communities.
- Liaising with bilateral donors/agencies and Embassies.
- Engage in policy related discussions and fora to influence government policy and strategies that promote biodiversity conservation.
- Promote Durrell nationally and internationally.
- Maintain and nurture existing, and develop new, relationships and partnerships with relevant actors in the country, to further Durrell's programme strategies.
- Represent Durrell at relevant meetings, workshops and strategy sessions in Madagascar and internationally, as required.
- Recruit and manage staff, provide mentoring and support for professional and personal development, and promote Durrell's HR policies to all staff, ensuring their adherence to them.
- Direct line management of the Madagascar Programme senior management team, including conducting performance appraisals, setting objectives and providing regular feedback.
- Promote a culture of purpose, accountability and supportiveness amongst all staff.
- Liaising with other parts of Durrell where appropriate, including Finance, People and Values, Science, Training, Fundraising, Communications, Jersey Zoo and the Senior Management Team.
- Acting as main focal point with Conservation Field Programmes UK/Jersey team, ensuring that critical information is shared on a timely and transparent basis for the benefit of collaboration and implementation.
- Responsible for ensuring the generation of accurate and timely financial and programmatic reports to donors, stakeholders, government, and Durrell.

This post is based out of Durrell's office in Antananarivo. The post holder will be expected to travel outside of Antananarivo to Durrell's field sites on a regular basis and to participate in meetings and workshops, as necessary. The post holder will be required to travel to Jersey or the UK once a year, or as required.

KNOWLEDGE, SKILL AND ABILITY

- Proven leadership experience.
- A higher degree (MSc or above) in a subject related to conservation/natural resource management and/or significant professional experience in a programme leadership role in a relevant field.
- Proven track record in successfully developing, leading and managing projects in the field of conservation, natural resource management, international development, and/or other related discipline.
- Excellent inter-personal skills, with the proven ability to network and to develop and maintain strong relationships at all levels, both internally and with local communities, government agencies, NGOs and the scientific community.
- Demonstrated success in developing strategic partnerships and working with partners to achieve common objectives.
- Proven team leadership, management coaching and capacity building skills; specialized training in personnel management desirable.
- Proven experience in financial planning and management, including developing and managing budgets.
- Track record of securing and managing funds from a range of funding sources.
- Familiarity with funding agencies and experience of managing large statutory donor funded projects such as DEFRA, EU, GEF, USAID, KfW.
- Experience of working in Madagascar is highly desirable.
- Fluent spoken and written French and English skills are essential. Ability to communicate in Malagasy is desirable.
- Technical experience of protected area management, community development, reforestation, fire management, law enforcement and capacity building are all desirable.
- A good knowledge and understanding of current international and Malagasy specific conservation and development issues and policies is desirable.
- Understanding and strong experience of working for or with NGOs.
- Proven ability to write high quality proposals and technical and financial reports.
- Strong skills in project planning, financing, management, implementation, and evaluation.
- Excellent strategic thinking, decision making and problem-solving skills.
- Strong organisational skills, with ability to carry out multiple tasks to deadlines.
- Able and willing to work flexible hours when required.



BEHAVIOURS AND VALUES

- Passionate about conservation and an understanding of and commitment to Durrell's vision, mission and aims.
- Acts with integrity and with the best interests of the employer at all times.
- Ability to demonstrate initiative and work well under pressure.
- Respectful of the opinions of others and willingness to collaborate.
- Ability to work independently but also works collaboratively with colleagues and partners.
- Demonstrate awareness of and sensitivity to cultural, ethnic, gender and ability issues.
- Works proactively and has a determination to reach targets and excel at tasks.
- Open to adopting creative approaches and problem solving when faced with challenges and limited resources where needed.

