

## **1. COUNTRY DIRECTOR PANDRILLUS**

### **Organization Background:**

The Limbe Wildlife Centre was created in 1993 as a result of the rapid decline of animal populations in Cameroon due to habitat degradation, poaching, and the illegal wildlife trade. Managed in partnership between the non-profit organisation Pandrillus Cameroon and the Government of Cameroon, our project is unique in Central Africa. Our mission is to ensure the survival of Cameroonian wildlife. Our team is composed of local and international wildlife ecologists and veterinarians, and a highly experienced and qualified local animal care staff. The Limbe Wildlife Centre is a founding and accredited member of the Pan African Sanctuary Alliance, and the only recipient of a Clark R. Bavin Wildlife Law Enforcement Award (2019).

### **VISION**

Pandrillus Cameroon envisions a Cameroon where animal welfare and wildlife conservation merge and are included in the development of Cameroonian society to substantially benefit local communities and improve human well-being.

### **CORE MISSION**

Pandrillus Cameroon works to ensure the survival of Cameroonian wildlife through community conservation education and outreach, applied conservation science, supporting wildlife law enforcement, and the rehabilitation and release of wild animal victims of illegal trafficking.

### **Cameroon Program Overview:**

Pandrillus Cameroon works in partnership with the Government of Cameroon to protect globally significant biodiversity, maintain the functioning of the Limbe Wildlife Centre, a wildlife rehabilitation and education centre co-managed by Pandrillus Cameroon and the Ministry of Forestry and Wildlife, and develop an outreach program that will increase public engagement and participatory conservation in Cameroon. This includes a diverse set of actions that aid the government of Cameroon accomplish its goal of protecting wildlife and ensuring the sustainable management of natural resources.

Some of the major ongoing programs are:

- Endangered Primates Welfare and Rehabilitation
- African grey parrot rehabilitation and release program
- Art-4-Nature: A art-based concept to public engagement
- Organic agriculture to sustain community livelihood, improve soil quality and increase community Resilience to Climate Change

**Job Title:** Pandrillus Country Director

**Reporting to:** Pandrillus Board of Directors

**Overall purpose of job:** To lead and develop Pandrillus programs in Cameroon

Pandrillus Cameroon is seeking a **Country Director (CD)** for its Limbe, Cameroon office to serve as the strategic leader in overseeing Pandrillus current portfolio of work in Cameroon on wildlife conservation, education, rescue and rehabilitation programs at the Limbe Wildlife Centre and, longer-term, continuously build and develop these and new programs that support Pandrillus goal to protect and ensure wildlife and ecosystems survival in Cameroon.

The CD will play a key leadership role, along with the Manager of the Limbe Wildlife Centre, in leading and developing a holistic strategy for strengthening conservation programs in partnership with the Government of Cameroon and leverage local technical strengths. The Country Director will work with various government bodies, especially the Ministry of Forestry and Wildlife, to ensure Pandrillus programs align with national strategies. The CD will interact with a diverse set of local, national and global stakeholders (embassies, NGOs and Civil Society Organizations), oversee the execution of high-quality strategic work, manage the Pandrillus Cameroon-based team and local partnerships, and will make key decisions and recommendations affecting the overall organization.

In the short- and medium-term, the CD's primary responsibility will be to lead Pandrillus existing programs, as described above, providing programmatic oversight and technical input, ensuring Pandrillus' work is executed with excellence and with impactful results following internal policies and Government of Cameroon objectives.

**Core Responsibilities:**

Responsibilities of the Country Director will include, but will not be limited to:

- Lead the strategic development and planning of Pandrillus Cameroon strategy and portfolio of programs, including identifying creative ways to expand current work leveraging Pandrillus strengths and unique value proposition
- Actively cultivate and manage relationships with key funders and partners including the Government of Cameroon, NGOs, bilateral and multilateral donor agencies and foundations, and other private sector actors
- Serve as a technical resource on wildlife protection, education campaigning, wildlife rehabilitation and release, community development and, possibly, law enforcement, justice and advocating
- Oversee and manage Cameroon-based Pandrillus staff and project teams
- Mentor and coach Pandrillus team members by providing direction, input, and feedback
- Oversee, manage, and continuously improve all day-to-day aspects of Pandrillus program in Cameroon, including ensuring compliance with

Cameroonian laws and Pandrillus policies & procedures, managing program budget and ensuring sound fiscal management

- Lead and develop the Pandrillus Cameroon country program in consultation with Pandrillus US Board of Directors.
- Represent Pandrillus to donors, the press, the Government of Cameroon, and other internal and external stakeholders.
- Develop and manage the Pandrillus Country Program budget.
- Prepare and implement annual work plans and associated budgets, and approve related project work plans and budgets.
- Fundraise from public and private sources
- Prepare annual reports and oversee the preparation of reports on projects and for donors, and evaluate regularly progress against strategies and work plans.

**Qualifications:**

Significant program leadership and management experience, expertise in wildlife conservation, animal welfare, strong communication, presentation and facilitation skills, and an ability to think strategically and entrepreneurially about Pandrillus programs and portfolio development are required.

Excellent interpersonal and diplomatic skills and an approachable management style are essential to the success of the individual in this role along with the ability to work collaboratively, build relationships, understand the perspectives of all stakeholders, solve problems, and create/foster relationships and forge compromises.

Experience working closely with Cameroon or other Central African government and major international and local development partners is essential.

Ideal candidates will also possess:

- 10+ years of experience with an emphasis on wildlife protection and rehabilitation, and project management including fundraising, finance, budgeting, administration, and reporting
- English-French bilingualism is preferred; English proficiency is essential
- Must embrace, secure and develop the Pandrillus philosophy (to bridge the gap between animal welfare and wildlife conservation to protect wildlife, re-create the link between human wellbeing and healthy ecosystems)
- Able to work in a very challenging environment with large autonomy and independence, with a proficiency to take important initiatives
- Extensive experience leading and managing teams required.
- Successful experience developing, managing, and overseeing the implementation of conservation programs, preferably in Africa
- Experience in developing and implementing community development projects in Africa.
- Proven fundraising experience for conservation from public and private sources, preferably in Africa.

- Strong communication and marketing skills to develop the Limbe Wildlife Centre as a brand will be a plus
- Demonstrated capacity in financial planning and management.
- A track record of success in conservation strategy, implementation, and fundraising.
- Graduate degree in conservation, ecology, or related discipline preferred, eg MSc in Ecology, Veterinary or Conservation with strong management skills, or related advanced degree
- Relevant experience collaborating with local partners and facilitating the organizational design and institutional capacity development; networking capabilities are essential
- Strong strategic thinking skills and an entrepreneurial approach
- Strong analytical and problem-solving skills, with experience leading the development of analytical products and ensuring high quality of all deliverables
- Exceptional facilitation, written and verbal communication skills; ability to prepare compelling presentations, written reports, and effectively present work/findings in international and country-level forums
- Ability to effectively set priorities and handle competing time and resource demands for self and others, with an ability to adapt and manage change processes
- High level of proficiency in Microsoft Office, particularly PowerPoint, Word, and Excel
- Willingness to travel approximately 5-10% internationally and domestically, per project needs and to maintain and develop strong relationships with the Government partners

### **Remuneration & Benefits**

- Accommodation in Limbe will be provided at the Pandrillus House
- Food allowance will be provided on site
- Salary will be negotiable
- Annual leave of 21 working days
- Annual flight home, after the initial probation period of 4 months

### **Application**

If you are interested with this position and think you have the necessary skills, please apply by email by submitting a cover letter and detailed CV in English to [info@limbewildlife.org](mailto:info@limbewildlife.org) and putting "Pandrillus Country Director" in the subject line of the email. Full Terms of Reference for the position will be supplied to candidates who meet the initial requirements.

The position will remain open until filled by a suitable candidate.