GAME RANGERS INTERNATIONAL

JOB SPECIFICATION
'EOP POST-RELEASE MONITORING COORDINATOR'

Project/Department:	**Elephant Orphanage Project (EOP)**
Location:	**Kafue Release Facility – Kafue National Park**
Engagement:	**12 months**
Start date:	**As soon as possible**
Reports to:	**Rachael Murton, Elephant Orphanage Project Manager**

Purpose

The GRI-Elephant Orphanage Project seeks a full time Post-Release Monitoring (PRM) Coordinator to oversee the post-release monitoring program for orphaned elephants released in Kafue National Park. The PRM Coordinator will implement the approved monitoring plan to document the reintegration, movements and survival of released elephants. The coordinator will utilise the resulting satellite telemetry data to inform needed human-elephant conflict mitigation and to feed into the managements on-going evaluation of rescue and rehabilitation protocols in order to ensure best practice and facilitation of the release process. This position is based full-time in Kafue National Park, Zambia and the PRM Coordinator will live on-site at the Release Facility and report directly to the EOP Assistant Project Manager who is based onsite.

In full consultation and with approval from the EOP Assistant Project Manager and in accordance with all GRI – EOP Protocols and SOPs, the incumbent shall:

Accountabilities/Responsibilities

1. Implement the EOP post-release monitoring plan and contribute to the Orphaned Elephant Release Programme strategic plan
2. Order and maintain GPS collars as needed; maintain communication with GPS collar manufacturers/Technicians to ensure optimal operation and resolve any technical issues with hardware/software.
3. Remain current on the development of new GPS and other wildlife tracking technologies.
4. Participate in the collaring of elephants in care.
5. Monitor elephant locations remotely through GPSPlus X software, or the most efficient means possible, in real-time or per established protocols.
6. Conduct regular focal observations and behavioural assessments using location data and VHF tracking
7. Collect data on habitat use, feeding strategies, etc.
8. Analyse data and prepare monthly and annual reports documenting orphan elephant survival, behaviour, habitat selection, movements and activity patterns, food habits and conflict activity.
9. Work with EOP rehabilitation teams to inform any improvements to or revisions of rehabilitation protocols based on PRM data and associated observations and help develop these further
10. Actively map (via GPS) the location of villages, domestic mango trees, and active crop fields and any other potential risks to orphan elephant survival (e.g. known poaching hot spots) on lands adjacent to/within the national park. Utilise virtual fence technology as feasible
11. Coordinate with DNPW on the development of cooperative intervention plans for preparedness in the event of conflict situations to prevent or mitigate damage to crop lands and human infrastructure
12. Take an active role in the GRI HEC Working Group to provide insight where possible from data collection
13. Document and evaluate suspected elephant damage reported from the community or suspected through tracking data. Coordinate with KRF Manger, HEC Working Group and SC team accordingly.
14. As part of the support team for the KRF, assist the KRF Manager in the day-to-day operations and function of Camp Phoenix as required
15. Work closely with the EOP Assistant Project Manager and KRF Manager for all project activities

16. Potential to work with/supervise short-term Project Volunteers as PRM Programme develops

Reporting Line:

1. Assistant PM / Elephant Behaviour Programme Manager – Elephant Orphanage Project and KRF Manager – Elephant Orphanage Project
2. Project Manager – Elephant Orphanage Project
3. Country Manager – Game Rangers International
4. Chief Executive Officer – Game Rangers International

Staff to manage:

1. EOP volunteers (one-month placements where relevant)
2. Security team assigned for elephant tracking and observations

Job Requirements

Essential Skills:

1. Master of Science degree with wildlife-related coursework preferred; or Bachelor/ Associates degree in animal science, zoology or conservation biology with a minimum of 3 years relevant field experience.
2. Experience in satellite and VHF radio tracking technology and procedures.
3. Proficient in spatial data management, analyses, and GIS software.
4. Excellent verbal and written communication skills.
5. Excellent research and analytic skills.
6. Excellent organizational, priority-setting skills and time management
7. Proficient in Windows-based applications, including Word, Excel and database software.

Desired Experience:

1. Strong background in data management, analysis and technical report writing.
2. Proven record of conducting field studies and publishing research results (peer reviewed publications preferred).
3. Current drivers license and experience operating 4X4 vehicles.
4. Previous knowledge of KNP and surroundings preferred.
5. Experience of and willingness to work in a remote location for extended periods of time with minimal access to modern conveniences.
6. First Aid.

Essential Qualities:

1. Professional, outgoing and personable
2. Shows initiative, resourceful and proactive
3. Common sense, logical thinking and problem solving abilities
4. Ability to interact harmoniously and communicate effectively with people both internally and externally from varying educational, social and cultural backgrounds.
5. Good judgement and ability to work in a stressful, potentially chaotic situation.
6. Highly motivated, with a strong work ethic; commitment to excellence in all aspects of work.
7. Ability to multitask when necessary.
8. Works well independently and collaboratively as team member
9. Flexible approach to work
10. Empathic with the cause of animal welfare and a strong commitment to promoting the mission of Game Rangers International

Working hours & Conditions:

1. The PRM Coordinator will be based at and live on-site at the Kafue Release Facility in the South of Kafue National Park – approx. 7 hour drive from Lusaka. Accommodation is tented and will include private ablutions.
2. In accordance with elephant schedules daily working hours remain flexible but are based on based on a 6 day week to achieve 8 hours worked per day between the hours of 06:30hrs – 18:30hrs.
3. Rest Days calculated at one day per week plus a block of four days per month to total 8 days per month
4. An agreed and appropriate uniform to be provided and worn during working hours
5. Intellectual Property Agreement to be signed
6. Transport to be provided for all GRI supported activities

Salary & Benefits:

1. Salary: starting at ZMW12,000 gross/month
2. A competitive medical insurance package will be offered through the Local Medical Emergency Providers 'Specialty Emergency Services'
3. Perks & Allowances: Basic Accommodation provided, Travel and Subsistence Allowance for all project related travel, communications allowance, work visa (if required)

Term: GRI is seeking a professional willing to join the project for the long term. However the jobholder will be issued with a one year contract (as per all staff) and where required subject to the successful issuance of a valid Zambian Work Permit

END OF JOB SPEC

Contact Information:

Please send all applications to Rachael@gamerangersinternational.org Please include a cover letter and CV with at least three referees.

Application deadline: open until post is suitably filled

Please note that due to the anticipated volume of applications we will only be able to respond to successful applicants.