



together possible.

RECRUITMENT NOTICE

Position Title: Head of Monitoring, Research, Primate Habituation, One Health and Forest Department.

Position Base: Bayanga, Central African Republic

Reports to: Director, Dzanga Sangha Protected Areas, Central African Republic

Supervises: Primate Habituation Research Assistant; Wildlife Veterinarian; Responsible Forestry and Reforestation; and other researchers

Application deadline: June 17 to July 10, 2023 inclusive

I. Major Functions:

The Dzanga Sangha Protected Areas complex (DSPA) is a 4,450 km² area, comprising the Dzanga Sangha Dense Forest Special Reserve with its various community use and other zones, and the Dzanga-Ndoki National Park. This area is home to spectacular large mammals such as forest elephants, lowland gorillas and chimpanzees, bongo, buffalo, sitatunga, giant forest hogs as well as a large variety of monkeys and duikers. The area is also home to exceptional diversity in other taxa.

WWF is supporting the Government of CAR to manage DSPA both to conserve its exceptional biodiversity and to promote the sustainable management of natural resources for the well-being of nearby human populations. The DSPA administration and WWF take a multi-disciplinary approach to management of this important area, including developing and managing infrastructure, human and financial resources; conservation through surveillance and anti-poaching activities; income generation via tourism through a primate habituation programme focused on lowland gorillas as well as other tourism activities; research and monitoring on threats to and socio-ecological impacts of the protected area; and sustainable rural development activities, including agroforestry, to alleviate pressure on natural resources and sustain livelihoods.

The WWF team based in Bayanga providing support to the DSPA consists of a WWF Parc Director, a Head of Monitoring, Research, Primate Habituation, One Health and Forest Department (this position), a Head of Community Development Department, a Head of Ecotourism department, a Programme Officer, a Head of Admin and Finance, as well as different support staff for logistics, finances and administration; WWF also has a national office in Bangui.

The main roles of this position are to provide technical oversight and leadership to ensure the effective management of the Primate Habituation Programme (PHP), Monitoring, research, animal health/'One Health' and forest management activities in the Dzanga-Sangha Protected Areas (DSPA), and transfer technical and management knowledge and experience to the DSPA staff.

II. Major duties and responsibilities:

Ensures that primate habituation programme (PHP) and related research activities are managed to the highest international standards (approx. 20%):

- Supervise all aspects of the PHP focussing essentially on Lowland Gorilla and Agile Mangabey;
- Support the PHP Technical Assistant in ensuring the day-to-day operations and management of the PHP, including spending time at field sites in the forest (Bai Hokou and Mongambe);



together possible.

- Ensure that the habituation process is conducted using a non-invasive methodology that minimises risk (stress, disease, injury, behaviour change) to the primates. Similarly, ensure the risks of injuries and of transmission of disease to visitors, staff and volunteers are minimised;
- Ensure the PHP adheres to IUCN best practise guidelines;
- Lead the process of digitization of PHP data collection and ensure that the various data are properly organised, stored, backed-up, archived and disseminated as needed;
- Support the maintenance of PHP camps (Bai Hokou and Mogambe)

Promotes and coordinates research and monitoring activities at DSPA (20%):

- Coordinate all the research programs in DSPA
- Ensure appropriate research procedures are in place (including proposal assessment, permits, methodology, report submission and appropriate acknowledgement etc.);
- Maintain an up-to-date record of all publications and reports emanating from research work carried out at DSPA;
- In close collaboration with the WWF Regional Bio-monitoring officer (Yaoundé), coordinate relevant biological data collection by DSPA staff and support the procedure from conception to evaluation;
- Conduct and standardize additional impact-monitoring studies related to forest cover change and human wellbeing.
- Contribute to the development and implementation of joint research and monitoring procedures with partners in the Sangha Tri-national Landscape.
- Solicit conservation-focused research with external partners (academic, conservation, etc.);

Oversees the implementation and development of sustainable forest exploitation and restoration approaches (20%)

- Supervise the forestry work focussing essentially on legal and certified logging and forest restoration through community-based agroforestry within the DSPA landscape;
- Support the responsible forestry and reforestation in ensuring day-to-day operations and management of the forestry and reforestation work, in collaboration with the WWF CAR Forest Programme manager (Bangui);
- Support the implementation of a forest concession monitoring procedure;
- Support the technical and ecologic roll-out of a 400ha community-based agroforestry project throughout the landscape.

Oversees the implementation and development of One Health monitoring activities (20%)

- Supervise the One Health work focussing essentially on surveillance of great ape, wildlife and DSPA staff health to reduce risk of zoonotic infectious disease emergence.
- Support the Wildlife Veterinary Officer in ensuring day-to-day operations and management of the One Health work;
- Support the functioning and expansion of the veterinary lab in Bayanga;
- Support the animal sampling protocols (carcasses, great apes, domestic animals, ...)

Transversal tasks (20%):

- Submit to the Director a monthly and quarterly report outlining programme activities;
- Supervise, train and conduct continuous and annual evaluations of staff under supervision (approximately 80 people);
- Contribute to the formulation of DSPA policies;
- Assist the Director in communications, permits and logistics associated with external researchers, volunteers and students.



together possible.

- Assists the Director to ensure accountability of WWF project funds according to project planning and contractual obligations in collaboration with the F&A Manager;
- Contributes to fund-raising, grant writing and reporting to donors as requested by the Director.

III. Profile

Required functional skills

- A minimum of an MSc in biology, ecology or a related field.
- A minimum of 7 years of experience in working in the field of applied ecological research, including on Primate Habituation and bio-monitoring within a tropical forest environment;
- Professional experience with and/or exposure to forestry, agroforestry and 'One Health' projects.
- Extensive knowledge of data collection (e.g. SMART, CyberTracker) and processing (e.g. MS Office, R-studio, Python, ArcGIS, ...) tools;
- Fluency in both French and English;
- Knowledge of Sango is a plus;
- Depth and breadth knowledge of conservation and development issues;
- Ability to live and work in a remote place.

Required behavioural skills

- Organisational, managerial and administrative skills;
- Strong communication skills, particularly in writing reports and proposals for donor agencies;
- Adheres to WWF's values, which are **RESPECT; COURAGE; INTEGRITY COLLABORATION**

Adherence to WWF ways of working (Behaviours)

- **Strive for Impact** «I am results driven. Everything I do, the way I think, plan and implement is driven by a relentless search for impact. »
- **Listen Deeply** «I go beyond my point of view and strive to see the bigger picture from different perspectives. I stay curious and listen deeply to what others have to say. »
- **Collaborate Openly** «I'm a global citizen working for a living planet. I am constantly thinking of how with others, together, we can be more impactful. I work across boundaries, openly ask for help and share what I know, both internally and externally. »
- **Innovate Fearlessly** «I take risks to find better solutions. I measure progress and learn from mistakes. I share both success & failures. I encourage others to do the same. »

V. Working relationships:

Internal: WWF Country Coordinator, Head of departments, DSPA Head of Units, WWF DSPA F&A Manager, WWF Regional teams, in particular the Regional Bio-monitoring Coordinator and WWF network including the WWF African Great Apes Programme.

External: local, national and regional authorities, community representatives, commercial partners, Sangha Tri-National partners, and donor representatives.

How to apply?

Applications including a cover letter and detailed CV should be sent electronically to: recruitment@wwfcar.org Subject line should read " Head of MRPHOHF Department".

Application deadline: July 10, 2023.

PLEASE note that only shortlisted candidates will be contacted.

WWF is an equal opportunity employer and is committed to a diverse workforce!