

**Job Title:** Head of Centre, Born Free Foundation Ethiopia  
**Remit:** Wildlife Rescue, Conservation and Education Centre  
**Reporting to:** Head of Animal Welfare and Captivity, UK  
**Location:** Ethiopia: Holeta and Addis Ababa.



The Born Free Foundation, an internationally renowned animal welfare and wildlife conservation organisation, is seeking to recruit an experienced Head of Centre to manage its Wildlife Rescue, Conservation and Education Centre in Ethiopia.

Having supported projects in the country since 1995, the work of the Born Free Foundation expanded in 2008 when it was granted permission to establish the country's first Wildlife Rescue, Conservation and Education Centre. The Centre remains the only one of its kind in country and has taken in rescued lion, cheetah, primates, small cats, birds of prey and many other species. The aim is to return wild animals to the wild where feasible under carefully managed programmes or, if this is not possible, to provide optimal lifetime care.

### **Role Purpose**

Born Free is looking to recruit a dynamic individual for a unique role as Head of Centre, to lead Centre operations and expand the veterinary programme at its Wildlife Rescue, Conservation and Education Centre in Ethiopia.

This role will support the expanding range of species requiring expert care and the current development of new infrastructure to support wildlife rescue, rehabilitation and release work at the Centre. The Head of Centre will effectively lead the team and have oversight of all activities to ensure animal welfare is paramount.

### **Role Description and Person Specification**

The Head of Centre will provide oversight of all Centre activities, including animal care, the veterinary programme, education output and be responsible for managing the Centre's annual operating budget.

In addition to working as the veterinarian, the Head of Centre will work closely with the Veterinary Technician and Born Free's Animal Rescue and Care Manager (UK) to lead the rescue, rehabilitation, care and/or release of animals. The Head of Centre will also be responsible for leading the Animal Care team, supporting the Education team and will liaise with relevant parties including our project partner, the Ethiopian Wildlife Conservation Authority (EWCA) and help to develop new relationships with stakeholders.

The Head of Centre will have previous experience working in a veterinary capacity in challenging conditions, with a range of captive wild animal species, including dangerous animals. The Head of Centre will be expected to inform the development of and adhere to various protocols including personnel health and safety, staff training and capacity building and, in due course, rehabilitation and release (including post-release monitoring) of appropriate species with full adherence to The Born Free Foundation's philosophy and mission.

The Head of Centre will directly line manage the Centre's two Senior Animal Carers (until an Animal Care Manager is recruited), the Veterinary Technician and Centre Technical Manager. The Head of Centre will report to Born Free's Head of Animal Welfare and Captivity (based in the UK).

### **Core Responsibilities**

- Provide effective staff, operational and veterinary management to ensure the Centre delivers the highest possible standards of animal welfare.
- Develop and manage the annual operating budget, with input for the Centre Technical Manager and the Animal Rescue and Care Manager (based in UK).
- Work in collaboration with and support the Animal Care team, Vet Technician and Centre Technical Manager.
- Develop and implement an effective veterinary programme, working closely with the Head of Animal Welfare and Captivity (based in UK).
- Provide veterinary treatment to Centre animals including conducting routine and initial health checks, and monitoring of new arrivals during quarantine – working with the Veterinary Technician and Animal Care Team.

- In due course, maintenance and operation of the veterinary clinic (currently under construction), including surgery room, drug stocks and veterinary equipment.
- Line management of future roles: Animal Care Manager (onsite); Education Manager (onsite).
- In collaboration with the Head of Animal Welfare and Captivity, advise on and refine existing general protocols from a specialist veterinary perspective e.g. initial examination, quarantine and refinement and maintenance of a veterinary database.
- Oversee the Animal Care team (led by two Senior Animal Carers), and when needed assist with daily animal care including all aspects of animal husbandry - working as part of the Animal Care team.
- Supporting the Centre's Education team and enable the delivery of the Education programme, working in close collaboration with the Head of Education (based in the UK).
- Support team capacity building through staff training.
- Work with the Centre Technical Manager and the Animal Rescue and Care Manager (in the UK) to identify potential release sights and develop a release protocol, including post release monitoring, for primates.
- Potentially provide round the clock hands-on care of young orphaned animals.
- Provide written update reports to the Animal Rescue & Care Manager and the Head of Animal Welfare & Captivity as agreed.
- Provide information to the Animal Rescue and Care Manager (in the UK) to support fundraising and supporter communications, with input from the Centre Technical Manager and two Senior Animal Carers.

#### **Education and Qualifications** (E- Essential, D - Desirable)

- Veterinary Surgeons Degree, from a recognised University - RCVS registered (or equivalent). Willing to register with the appropriate veterinary bodies in Ethiopian (E).
- A BSc or Master's Degree in a relevant discipline from a recognised University (essential)
- First aid qualification (D)

#### **Knowledge and Experience** (E- Essential, D - Desirable)

- Minimum 3 years' experience working in a veterinary capacity in a developing country, preferably at a wildlife sanctuary or wildlife rehabilitation centre (E)
- Veterinary experience with primates and large carnivores (E)
- Extensive surgical, treatment and preventative health care experience, particularly with captive wild animals (E)
- Experience managing a large project involving the care and/or rehabilitation of wild animals (E)
- Experience leading and motivating a large team of local staff in a challenging environment (E)
- Experience training staff in the safe and responsible handling of wild animals, to ensure the highest possible standards of animal welfare and personal safety (E)
- Experience supporting the development and delivery of animal welfare and conservation education programmes in a developing country (D)
- Knowledge and understanding of wild animal rehabilitation and release (E) including site assessments and post-release monitoring (D)
- An understanding of the Global Federation of Animal Sanctuaries (GFAS) (D)
- Experience of living and driving vehicles in a developing country (E)

#### **Skills and Personal Attributes** (Essential)

- Excellent clinical and organizational skills, attention to detail, an aptitude for problem-solving medicine and self-directed learning.
- Excellent interpersonal skills and cultural sensitivity; ability to develop positive relationships with others, motivate individuals and demonstrate sensitivity to the thoughts of people from different cultural backgrounds.
- Resilience and the ability and willingness to work in an isolated location in a challenging environment.
- The ability to work alone and effectively as part of a team from a range of cultural backgrounds.
- Capability and patience to deal with protracted bureaucracy.
- A good level of physical fitness.
- A flexible approach to work, with a willingness to work weekends and around priorities as they occur.
- Fluent in English with willingness to learn the local language (Amharic and or Oromifa) to aid communication with your team.
- Full driving licence and willingness to drive in Ethiopia.

This role offers the right candidate the opportunity to build their experience, become part of a great team of people and make a difference to the lives of individual animals. The role comes with the usual challenges of working in a developing country and requires someone who is willing to actively and directly support the Animal Care team with the husbandry and care of the sanctuary animals – as well as managing and motivating the team.

Candidates with an accompanying spouse are welcome to apply. Please see below.

### **Essential Requirements to ensure eligibility to work in Ethiopia**

For candidates without Ethiopian citizenship, in order to meet the eligibility requirements for an Ethiopian Work and Residents Permit the candidate must have:

- A Veterinary Surgeon qualification from a recognised University, along with the original certificates.
- A BSc or Master's Degree in a relevant discipline from a recognised University.
- Health certificate stating good general health.
- Current passport with at least one year remaining.
- For a candidate with an accompanying spouse: in order to meet the eligibility requirements for an Ethiopian Work and Residents Permit the couple would be required to be legally married for at least 2 years prior to application.

Suitable candidates must be able to commit for a minimum of 2 years. However, initially this will be a 12 month contract, starting early 2019 (negotiable) with the intention to extend by mutual consent and dependant on the successful application for an Ethiopian Work and Residents Permit.

### **Salary and Benefits**

Accommodation is provided. Initially accommodation will be predominantly in Holeta, the small town neighbouring the Centre, with the opportunity to stay in Addis Ababa two nights a week, for access to city amenities. Access to a shared vehicle will be provided. In due course, accommodation is intended to be provided on site at a self-contained house based within the rescue Centre.

Salary (c. £30,000) and benefits (including on-site accommodation and one flight home each year) are negotiable according to relevant skills and experience.

Medivac health insurance will also be included. The applicant will be responsible to ensuring they have the appropriate immunizations needed for working with wild animals and living in Ethiopia.

### **How to apply**

Please submit your CV and cover letter, setting out your reasons for applying for the post and outlining the qualifications experience knowledge and skills that you feel you can bring to the role, to:

[recruitment@bornfree.org.uk](mailto:recruitment@bornfree.org.uk)

Alternatively, you can post your CV and cover letter to: The Animal Rescue and Care Manager, The Born Free Foundation, Broadlands Business Campus, Langhurstwood Road, Horsham, West Sussex, RH12 4QP United Kingdom

**The closing date for applications is midnight (GMT) 26<sup>th</sup> November 2018**

References will be requested