



Job Vacancy

Programme Manager, Pride of Amboseli

Reports to : Head of Kenya Conservation
Location : Amboseli (frequent travel and field work away from base, within the Amboseli-West Kilimanjaro Ecosystem)
Hours : Full Time
Department : Conservation
Accommodation allowance provided

About Born Free, Kenya

Inspired by Elsa the lioness, whose journey to freedom in Kenya was depicted in the 1966 film Born Free, the charity works globally, and in Kenya, to protect wildlife and their ecosystems.

Established in 2003, Born Free Kenya champions human-wildlife coexistence through hands-on conservation efforts, education, and community initiatives. In Amboseli and Meru National Parks, we monitor lions, giraffes, and elephants, and employ strategies to promote the co-existence of people and wildlife. We also support sustainable livelihoods, provide conservation education, and collaborate with partners to protect people, wildlife, and their habitats.

Role Responsibility

We are looking for a dedicated Programme Manager to be based in Amboseli to lead the Pride of Amboseli (PoA) programme. The prime responsibility of the PoA programme is to promote coexistence between carnivores and communities. This is a key position in Born Free Foundation, Kenya that requires a candidate with excellent inter-personal skills, technical skills and high-level of integrity to assist the Head of Kenya Conservation (HoKC) and the BFF Kenya team in achieving the Country Conservation Programme Strategic Plan and the overall Born Free Foundation global goals. This role reports directly to the Head of Kenya Conservation.

Under the supervision of the Head of Kenya Conservation, the candidate will ensure that PoA delivers maximum conservation impact in Amboseli -West Kilimanjaro ecosystem and ensure implementation of all approved projects. This role will ensure timely and quality programmatic reporting and communication.

This role interacts closely with all Programme and operations teams including Pride of Meru Manager, Community Engagement Manager, Communications Manager, GIS Officer, Saving Meru's Giants Manager, Fundraising & Partnership Manager, and Field Project Officers.

Key responsibilities

- Liaise with project management team on a day-to-day basis to ensure strict adherence to schedules and effective delivery of all planned project activities.
- Develop and lead the monitoring and evaluation process for the projects (including baseline development), ensuring timely adaptation as required to meet project aims, objectives and timelines,



and support the dissemination of lessons learnt when required. With support from the GIS Officer and the UK team, feed into the organisational Impact reporting

- Ensure monthly project management meetings take place on schedule including strong project reporting and risk management.
- Prepare and submit monthly updates, bi-annual and annual reports, technical papers or any other reports as required by HoKC.
- Use the outcomes from monitoring and evaluation to ensure the projects risks and opportunities are identified, quantified, and that the mitigation plans are in place and actioned at the landscape level.
- With the guidance of the HoKC, develop and implement PoA annual work plans and budgets ensure they align with the project anticipated outcomes.
- Be responsible for day-to-day management of project budgets and finances and ensure all expenditures comply with internal procedures and regulations.
- In consultation with the HoKC improve existing projects and identify new projects that are in line with the Born Free mission and vision by proactively seeking new ideas that capitalizes on opportunities.
- Supervise the PoA team and take lead in implementing and tracking progress of the project activities.
- Assist in the preparation of projects proposals for fundraising and negotiation with potential donors and partners.
- Identify, cultivate, develop and maintain partnerships and collaborations with stakeholders at the landscape level.
- In collaboration with the HoKC, represent Born Free and its initiatives at landscape meetings and other forums related to wildlife conservation, ensuring that Born Free's position and objectives are effectively promoted and receive maximum visibility.
- Work closely with Communication Manager to collate, compile, edit input for appropriate use for publications, press releases, factsheets, blogs, reports and other documentation regarding Amboseli-West Kilimanjaro ecosystem.
- Ensure that Born Free's values, goals and objectives are clearly communicated, understood, and executed by the PoA team.
- Manage and monitor performance, carry out the appraisal process of direct reports including Project Officers and Monitoring Officer as well as identify the training needs and opportunities for consideration by HoKC.

Knowledge, Skills and Qualifications for the Role

- Preferably a BSc. degree in Natural resource management, Wildlife/Biodiversity Management, Conservation Biology or Range Management. A Master's in natural resource management will be an added advantage.
- Excellent verbal and written communication, with fluency in English and Kiswahili.
- At least 7 years' experience in wildlife/natural resources management with extensive experience managing field conservation projects while working with local communities preferably with a conservation or animal welfare organisation.
- Excellent project planning and management skills.
- Proven leadership and team management skills.
- Strong critical thinking skills, underpinned by a sense of urgency to move Born Free's PoA agenda forward with care, due diligence but at pace.
- Skilled in negotiation, liaison, and in relationship and conflict management.
- Strong skills in project planning, proposal writing and budgeting with working knowledge of financial management, especially of programs and projects.



- Proficiency in analytical packages, and ability to work and interrogate databases and spreadsheets.
- Ability to work independently, as a leader, and as part of a team.
- Good interpersonal, presentation, and communication skills, and ability to write timely technical reports.
- Ability to prioritise work, manage time effectively and meet deadlines and exceed agreed targets.
- Capability to network and to develop and maintain strong relationships at all levels, both internally and externally including with local communities, government agencies, the not-for-profit sector, the scientific community, and other BFF networks.
- Adaptable, flexible, able to take initiative and prioritise among competing demands.
- Adherence to all BFF's values on compassionate conservation.
- High levels of integrity, accuracy, and energy are a prerequisite.
- A valid driving license class BCE with experience in driving manual 4-wheel vehicles in tough terrains.

This is a role with a competitive salary, dependent on qualifications and experience, and generous benefits including 21 days holiday per annum, accommodation, private health and accident insurance and contributory pension scheme

Interested and qualified candidates should apply [HERE](#) – deadline for applications 5pm on 21st February 2025. If this is the job for you, apply as soon as you can as we will be assessing applications as they arrive and right up until the deadline date.

Note: This job description outlines the roles, duties, and responsibilities of the post. It is not intended to detail all specific tasks. Born Free reserves the right to alter the content of this job description to reflect the changing needs of the organisation but is a correct reflection of the main duties of the post at the time of writing.

Thank you for your interest in working for Born Free, Kenya.

www.bornfree.org.uk

bornfreekenya 

BornFreeKenya 

bornfreekenya 