



Country Director - Madagascar

January 2025

About the Organisation

Durrell Wildlife Conservation Trust is an international charity working to save species from extinction. Headquartered in Jersey in the Channel Islands, Durrell focuses on the most threatened species in the most threatened places. Established by author and conservationist, Gerald Durrell, in 1959, Durrell delivers its conservation mission through our three integrated core areas of operation:

- **Jersey Zoo** - A centre of excellence in animal husbandry, research, training, and education.
- **Conservation Knowledge** - Training future conservation practitioners, conducting conservation science to underpin our actions and monitoring and evaluating impact.
- **Field Programmes** - Conservation action where it is needed most.

With a track record of 60 years, Durrell leads some of the world's longest running and most successful species and habitat recovery programmes. The quality of our work is equally as important as how we deliver it. Our values underpin how we approach our work and the work environment we create.

Durrell's Values

PURPOSEFUL

We are clear on why we do what we do, are connected as an organisation, we understand and demonstrate enabling / delivery, we are passionate about what we do and work tirelessly to achieve it.



ACCOUNTABLE

We are accountable for our actions; we act with integrity and always have the best interests of the Trust at heart. We take it upon ourselves to update our knowledge and deliver excellence, and our ethics are of the utmost importance.

SUPPORTIVE

We develop and encourage our staff, we work as a team, work well with other departments and trust and respect each other. We promote a learning culture, treat people fairly, encourage diversity in the workplace, and value the opinions and views of others

The Role

Role: Country Director - Madagascar

Location: Madagascar

Contract: Full time, permanent

Reports to: Field Programmes Manager

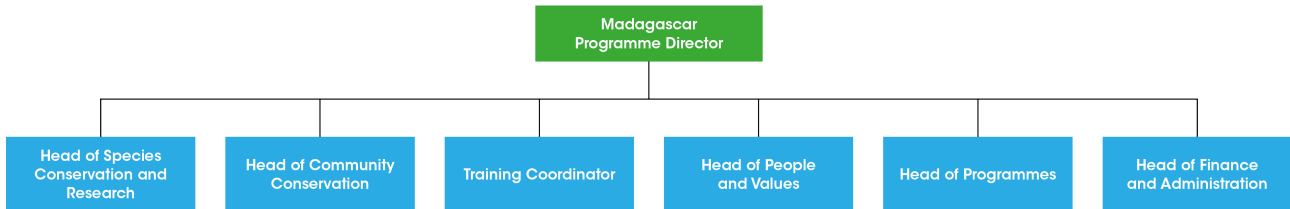
Salary: GBP£55,000-£70,000 dependent on experience

Benefits:

- **Pension Benefit:** 10% employer contribution, paid as a cash benefit with salary.
- **Holiday Entitlement:** 24 days of annual leave per calendar year, plus local bank/public holidays. Leave increases with length of service: 25 days after 3 years, 26 days after 5 years.
- **Relocation Support:** Flight tickets to the home country of residence provided at the commencement and completion of employment.
- **Home Leave:** One (1) round-trip flight between the host country (Madagascar) and the home country of residence provided annually, starting after 12 months of employment.
- **Private Medical Insurance:** Comprehensive global healthcare plan with Medical History Disregarded (MHD) coverage.



Senior Management Team Organogram



Job Summary

Central to Durrell's 'Rewild Our World' strategy are our ten global rewilding sites, two of which are in Madagascar: Madagascar wetlands and Madagascar dry forests. Durrell's Madagascar Programme is our single largest investment, with a full-time workforce of over 100 employees working in seven field sites across the country.

The post holder will be the lead Durrell representative in Madagascar, responsible and accountable for the management and strategic delivery of Durrell's Madagascar Programme. They will oversee all Durrell's operations in the country, ensuring the highest standards of practice, maintaining and developing relationships with government, partners and other stakeholders, securing funding to support the programme and engaging in processes to influence policies that promote biodiversity conservation.

Candidate Profile

Durrell are seeking a candidate with established leadership experience, living and working in-country in similar fields. Their background could be in conservation, development, humanitarian or environmental (or similar) settings where expertise has been gained in the management of staff and the deployment of programmes within geographically dispersed and operationally challenging conditions. They will need to be a highly culturally attuned professional, used to living and working in global south circumstances. They will need to have excellent management skills, able to inspire staff, promote and build leadership in a team and effect high levels of performance, often from a geographic distance requiring a sophistication in remote management and effective programme monitoring.



While they don't need to be a conservationist, they need to have an institutional mindset and understand the connection between the different entities of Jersey, the UK and Madagascar and their governance. They will be able to demonstrate that they can maintain an in-country operation that is aligned with Durrell's culture and values and in a manner which is harmonious with its governance and leadership functions overseas.

The individual will be a strategic thinker and resilient to the challenges of living and operating in a country such as Madagascar, able and willing to work flexibly when required. Accordingly, they will be solutions oriented, and a problem solver and they will be strong on organisation and the ability to deliver to deadlines. They will be an effective networker, able to develop and maintain strong relationships at all levels from community to government agencies, scientific organisations to funding agencies. the individual will have experience of proposal writing and grant management and will need to be fluent in French and English.

Responsibilities

- Lead the development, management, and implementation of the Durrell Madagascar programme, providing leadership to the team, making key in-country strategic and operational decisions in consultation with Field Programmes Managers and Director of Field Programmes.
- Monitor, manage and report on the performance of the Programme, including monitoring and evaluation of financial and technical deliverables and its impact.
- Ensure effective running of the Programme and compliance of staff and projects with all processes and policies set out by Durrell, donors and the Government of Madagascar, including Durrell's Safeguarding policy, Health and Safety policy, financial processes, conditions of grants and Malagasy legal requirements.
- Oversee the preparation, implementation and management of the annual Madagascar Programme workplans and budgets, ensuring the highest standards of financial management and reporting.
- Work closely with colleagues to secure funding for the programme, identify funding opportunities, liaise with donors and agencies, and develop fundraising proposals aligned with programme strategies.
- Responsible for ensuring the generation of accurate and timely financial and programmatic reports to donors, stakeholders, government, and Durrell.
- Lead change management within the Programme as required to reflect operational or strategic changes within Durrell or within Madagascar.



- Act as political representative of Durrell in Madagascar with all partners and donors and represent and promote Durrell at relevant meetings, workshops, and strategy sessions in Madagascar and internationally, as required.
- Meet regularly and/or liaise with relevant government agencies, bilateral donors/agencies, diplomatic missions, project partners and communities.
- Engage in policy related discussions and fora to influence government policy and strategies that promote biodiversity conservation.
- Maintain and nurture existing, and develop new, relationships and partnerships with relevant actors in the country, to further Durrell's programme strategies.
- Recruit and manage staff, provide mentoring and support for professional and personal development, including developing leadership within the team, and promote Durrell's HR policies to all staff, ensuring their adherence to them.
- Direct line management of the Madagascar Programme senior management team, including conducting performance appraisals, setting objectives and providing regular feedback.
- Promote a culture of purpose, accountability and supportiveness amongst all staff.
- Liaise with other parts of Durrell where appropriate, including Finance, People and Values, Science, Training, Fundraising, Communications, Jersey Zoo and the Executive Leadership Team.
- Acting as main focal point with Conservation Field Programmes UK/Jersey team, ensuring that critical information is shared on a timely and transparent basis for the benefit of collaboration and implementation.

This post is based out of Durrell's office in Antananarivo. The post holder will be expected to travel outside of Antananarivo to Durrell's field sites on a regular basis and to participate in meetings and workshops, as necessary. The post holder may be required to travel to Jersey or the UK once a year, or as required.



Skills, Knowledge and Experience

Experience

- Proven leadership experience.
- A higher degree (MSc or above) in a subject related to conservation/natural resource management and/ or significant professional experience in a programme leadership role in a relevant field.
- Proven track record in successfully developing, leading and managing projects in the field of conservation, natural resource management, international development, and/or other related discipline.
- Demonstrated success in developing strategic partnerships and working with partners to achieve common objectives.
- Proven team leadership, management coaching and capacity building skills; specialized training in personnel management desirable.
- Proven experience in financial planning and management, including developing and managing budgets.
- Track record of securing and managing funds from a range of funding sources.
- Familiarity with funding agencies and experience of managing large statutory donor funded projects such as DEFRA, EU, GEF, USAID, KfW.
- Technical experience of protected area management, community development, reforestation, fire management, law enforcement and capacity building are all desirable.
- A good knowledge and understanding of current international and Malagasy specific conservation and development issues and policies is desirable.
- Understanding and strong experience of working for or with NGOs.
- Proven ability to write high quality proposals and technical and financial reports.
- Strong skills in project planning, financing, management, implementation, and evaluation.
- Experience of operating in Global South countries is essential.



- Fluent spoken and written French and English skills are essential. Ability to communicate in Malagasy is desirable.
- Experience of working in Madagascar is desirable but not essential.

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process. The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy) e.g., Pat-Jones-CV-012025-Durrell or Pat-Jones-CoverLetter-012025-Durrell.

Timeline

Closing Date: 10th March 2025

First stage interviews: TBC

Final interviews: TBC

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of Durrell’s values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.



Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at jsawyer@oxfordhr.com in the first instance.

About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: oxfordhr.com