



**Sahara Conservation
Chad Country Director**

Location: N'Djamena, Chad
Contract type: Consultancy (12 months with possibility of renewal)
Expected start date: As soon as possible

This job announcement is being reposted. Previous applicants need not apply.

Organization

Sahara Conservation is a pioneering international conservation organization working at the forefront of efforts to save the threatened wildlife of the Sahara and Sahel. Since its inception in 2004, Sahara Conservation has helped protect and restore unique desert antelopes such as addax (*Addax nasomaculatus*) and scimitar-horned oryx (*Oryx dammah*), established one of the world's largest protected areas in Niger, implemented a recovery program for the world's largest bird, the North African ostrich, and put Saharan wildlife on the global conservation agenda through a combination of fieldwork, communication, and advocacy.

Almost 20 years after its founding, Sahara Conservation is at a transition point in its development. It has a growing portfolio of initiatives focused on species and landscape management. A new 2025 strategic plan has been developed that sets ambitious goals for advancing the restoration of key target species across the Sahara and Sahel and improving the management of the ecosystems on which they depend.

Purpose of position

Sahara Conservation is looking for a Country Director to lead its activities in Chad and provide day-to-day management of the country program. The Program Director will be responsible for ensuring the programs strategies, initiatives, and outcomes form an integral part of achieving the organization-wide goals. Duties are diverse and include designing and implementing program and conservation strategies, program management, technical oversight and monitoring, and capacity building. The Chad Country Director ensures compliance with Sahara Conservation policies, funding agreements, as well as national and local requirements.

The Chad Country Director plays a key role as the organization's focal point within Chad, regularly representing Sahara Conservation, building alliances, and engaging key stakeholders, including government and non-government officials, donors, and other parties critical to the Chad program success. The Chad Country Director works closely with staff throughout Sahara Conservation to advance the organizations' development and priorities.

This role also includes the supervision of in-country activities of the Environment Agency-Abu Dhabi's scimitar-horned oryx reintroduction project in the Ouadi Rimé-Ouadi Achim Faunal Reserve (hereinafter "Project Oryx"), and support to the implementation of the World Bank/Global Environment Facility ALBIÄ project.



The Chad Country Director directly manages staff, interdisciplinary teams, and/or outside partners, working with a high degree of independence.

This role requires significant organizational, logistical and management skills, and includes overall leadership of the program in Chad, recruitment, and supervision of agreed local staff and contractors, including facilitation of visits and work of international project technical and scientific staff. The Country Director will be responsible for building and maintaining excellent working relations with government partners, the sponsors, the local Chadian administration, and the local communities. The role requires the incumbent to be fluent in French.

Duties & key responsibilities

Chad program oversight and representation

- Position Sahara Conservation appropriately in Chad and represent Sahara Conservation nationally,
- Plan, develop, and maintain a network of strategic partners and alliances that support the successful implementation of Sahara Conservation 's strategy in Chad, including from civil society, public and private sectors,
- Promote the country program, including alignment with the overall Sahara Conservation mission and vision as well as with the relevant national, regional and global conservation frameworks,
- Lead Sahara Conservation policy engagements with the government of Chad,
- Ensure efficient and effective implementation of Chad's country program, including adequate monitoring and evaluation to ensure the integrity of the national program.

Human resources and staffing

- Build, develop and maintain a highly efficient diverse, and capable team that delivers Sahara Conservations' strategic plan in Chad and ensures operational excellence,
- Lead a multidisciplinary team by fostering effective communication, instilling organizational values and modeling competencies, and creating a collaborative and supportive work environment that attracts, develops, and retains talented and committed individuals while supporting their professional development,
- Elaborate and monitor Chad's annual budget, including workforce planning and overall management of the human resources of the program,
- Oversee reporting to donors and Sahara Conservation's leadership,
- Ensure operational excellence and address all legal matters of the country program,
- Ensure program compliance with Sahara Conservation Policies, funding agreements, and local requirements,
- Fully accountable for managing external funds and ensuring compliance with donor requirements and Sahara Conservation policies,
- Fully accountable for the in-country budget and expenditure of projects in Chad. Exercises direct budget authority and legally binds and commits the organization.

Project management

- Ensure effective and efficient delivery of "Project Oryx", supervising the project's heads of teams in Base Camp to ensure delivery of planned results,



- Ensure correct allocation of project funds, including supervision of financial reporting and bookkeeping to the required standards,
- As requested, open and manage project bank accounts,
- Participate in the “Oryx Project”’s steering committee as needed,
- Facilitate the work and logistics of temporary staff and consultants employed to carry out scientific research and wildlife monitoring.

Fundraising

- Proactively raise funds to support Chad's program and projects, including identifying and cultivating new sources of funding from national and international sources and ensure efficient proposal development,
- Participate and collaborate in fundraising initiatives led by the Sahara Conservation Program team as well as partner’s initiatives.

Reporting

- Prepare and submit brief monthly reports on Chad program activities,
- Compile a monthly progress reports for “Project Oryx” and longer and more detailed (annual or bi-annual) reports to feed into the project’s annual report and into meetings of the project’s steering committee,
- Submit approved regular progress reports of « Project Oryx » to the Secretariat Permanent des Organisations Non Gouvernementales et des Affaires Humanitaires,
- Contribute to communications needs of the organization, including the newsletter and the monthly flash reports,
- Develop program planning tools and chronograms to facilitate monitoring.

Working conditions

The working location of this position is primarily in N’Djamena, Chad.

Regular travel to the Ouadi Rimé-Ouadi Achim Faunal Reserve is expected to oversee projects. Some travel outside the country to attend meetings, conferences and briefings may also be necessary.

Ability to work extended and irregular hours.

Flexibility in work schedule to accommodate time differences between Chad, Europe, United States and the Arabian Peninsula.

Candidates profile

- Bachelor’s Degree and 10 or more years related work experience, coupled with 3 years of senior managerial experience, including leadership of multi-disciplinary teams. Advanced degree preferred.
- Program or project management experience, preferably in conservation, NGO, or related not-for-profit arena. Experience with fundraising would be added advantage.
- A record of success in influencing and partnering with key stakeholders including governments, donors, research institutions, and NGOs.
- Passion for and awareness of conservation and environmental issues.
- Excellent technical and analytical skills.
- Excellent organization and time management skills.
- Team player and able to work effectively with diverse workgroups in a decentralized and multicultural environment.



- Excellent written and verbal communication skills. Fluency in French and English is required.
- Proven ability to multitask and meet priorities. Comfortable working in a fast-paced environment with changing priorities.

How to apply

This job announcement is being reposted. Previous applicants need not apply.

If you are interested in this position, please send a CV and a cover letter in French including three references to: jobs@saharaconservation.org before **10 April 2023**.

No applications will be accepted by phone.

Sahara Conservation reserves the right to contact candidates matching the profile before the deadline.

Only candidates pre-selected for an interview will be contacted by email.

Equal opportunity

Sahara Conservation is an equal opportunity employer that values diversity in all forms and is committed to an inclusive, respectful environment for all. It is our policy to ensure that all individuals are treated equally without regard to race, color, national origin or ancestry, religion or creed, sex (including pregnancy, childbirth, and related medical conditions), disability (physical or mental), citizenship status, marital status, genetic information, age, sexual orientation, gender identity or expression, medical condition, military service and/or veteran status, or any other characteristic protected by applicable law.