



Job Title: Conservation and Biodiversity Manager

Location: Lapalala Wilderness Nature Reserve, Waterberg, South Africa

Job Type: Full-time, live in.

Reports To: CEO

Job Summary:

The Conservation and Biodiversity Manager will oversee the conservation and management of biodiversity within the nature reserve. This role involves developing and implementing adaptive management strategies to protect and enhance the reserve's ecosystems, flora, and fauna. The Conservation and Biodiversity Manager will work closely with other conservation staff and departments and local communities, to ensure the restoration and sustainable management of natural resources.

Key Responsibilities:

Biodiversity Conservation:

Develop and implement biodiversity management plans aligned with the Reserve Management plan and its Annual Performance Objectives (APO's).

Monitor and assess the health of ecosystems and species populations.

Conduct regular biodiversity surveys and support approved research projects.

Manage and implement habitat restoration and species reintroduction programs.

Develop and implement the reserve fire management regime and assume the role of Fire Control Officer.

Data Management and Reporting:

Using the various available data collection systems, including Earth Ranger, to assess and maintain accurate records of biodiversity data.

Analyse and interpret ecological data to inform management decisions in keeping with the adaptive management principles.

Prepare detailed reports on biodiversity status and conservation efforts.

Present relevant information to Custodians, key stakeholders, including government agencies, NGOs, and the public.

Community Engagement and Education:

Where required, support educational programs and materials for the Lapalala Wilderness School, volunteers and visitors.

To foster positive relationships with local communities to promote conservation awareness and mitigate human wildlife conflict.



To participate in community outreach events and workshops.

To oversee the Lapalala Wilderness Volunteer Programme.

Collaboration and Partnerships:

Work with researchers, universities, and conservation organizations on joint projects.

Seek funding opportunities and manage grants for biodiversity projects.

Represent the reserve at applicable conservation forums.

Policy and Compliance:

Ensure compliance with national and international conservation laws and regulations as well as all other relevant regulations, organisational policies and protocols.

Develop and implement relevant biodiversity conservation and wildlife management strategies and policies.

Advocate for biodiversity conservation policies at local and national levels.

Qualifications:

Minimum of a Bachelor's degree in Ecology, Environmental Science, Conservation Biology, or a related field (Master's degree will be an advantage).

Minimum of 5 years of experience in biodiversity management or a related field in a similar position.

with specific experience in veld management, restoration and wildlife management and breeding.

Strong knowledge of South African ecosystems and biodiversity.

Experience in ecological research and data analysis.

Excellent communication in English, (written and verbal), Afrikaans and Sepedi would be advantageous.

Excellent interpersonal skills across all occupation levels.

Ability to work independently and as part of a team.

Proficiency in MS Office, GIS and other relevant software such as Earth Ranger.

Skills and Management Competencies:

Strong analytical and problem-solving skills.

Ability to manage multiple projects and meet deadlines.

Ability to adapt to changing circumstances and remain calm under pressure.

Leadership and team management abilities.

Sound financial and budget management.

Strong administration skills.



Full adoption of the Lapalala Wilderness's, vision and mission, culture and values.

Passion for conservation and sustainable development.

Physical fitness and willingness to work in remote and challenging environments.

A private pilot's licence will be an advantage.

A valid for firearm licence (bolt action) is a necessity.

Driver licence, code 10 preferably.

Applications to be sent to administration@lapalala.com by closing date 20 February 2025.

*Successful short-listed candidates will be contacted by **28 February 2025** and will be requested to undergo a psychometric test and a security background check. If you do not receive a notification within two weeks of the closing date for applications, please consider your application as unsuccessful.*

Remuneration will be based on qualifications and experience.

Lapalala Wilderness is an equal opportunity employer.

For more information on Lapalala Wilderness Reserve, please visit www.lapalala.com