

## **1. Introduction to the role of AfRSG Scientific Officer**

**Role:** Scientific Officer for the IUCN SSC African Rhino Specialist Group

**Contract type:** Initial 4-year contract, with the potential to renew on a rolling basis. Part-time consultancy, employed by the Endangered Wildlife Trust

**Salary range:** US \$300-400 per day, depending on experience and qualifications, for a minimum of 90 and a maximum of 220 days per year

**Start date:** As soon as possible after 1 July 2021

**Location:** Anywhere, though East / southern African preferred. The Scientific Officer is expected to travel when required, predominantly within sub-Saharan Africa

**Closing date for applications:** 18:00 (GMT) on Tuesday 15 June 2021

The Scientific Officer for the IUCN SSC African Rhino Specialist Group is a part-time consultancy position to provide the IUCN AfRSG with necessary analyses and other support. Interested parties are now invited to submit their applications for the role.

## **2. General job description**

The Scientific Officer's primary duties are as follows, all under guidance from the Chair:

- Provide technical and scientific advice and support on rhino matters to the Chair, Vice-Chairs, AfRSG Members, IUCN and other organizations such as CITES and TRAFFIC
- Collate, analyze and manage the African rhino population database for the AfRSG and provide access as required
- Remain abreast of rhino conservation literature and initiatives and inform the Group of relevant developments
- Maintain and keep up-to-date technical information on the AfRSG website
- Undertake detailed assessments on rhino conservation issues on behalf of the Membership and under the guidance of the Chair
- Liaise with relevant stakeholders
- Coordinate and/or engage with AfRSG Task Forces and Working Groups as required
- Coordinate and/or provide technical inputs to reports: e.g. the Chair's *Pachyderm* report, documents, scientific papers and rhino plans as required
- Remain abreast of CITES-related matters / proposals / decisions / resolutions and keep the Chair, Vice Chairs and Members informed and to develop a positive working relationship with the CITES Secretariat and any relevant CITES working groups as needed. (NB: this function may be allocated to an appropriately skilled Member)
- Represent the Chair / Vice-Chairs / AfRSG Membership at rhino conservation meetings, as requested
- Develop a positive working relationship with IUCN, in particular the SSC Chairs' Office, Global Species Programme and Red Listing Programme and Committee
- Act as the Red Listing Authority within the AfRSG, in collaboration with relevant Members as appropriate
- Manage external communications as required

And, more broadly, to support the Chair and Vice Chairs as needed.

## **3. Person specification**

Essential skills / experience / knowledge required:

- Minimum MSc degree in a related field (biological sciences, conservation, statistics)
- Minimum 8 years' experience in conservation practice in Africa, with direct involvement in African rhino issues

*IUCN SSC African Rhino Specialist Group: Scientific Officer  
Job application pack*

- Understanding of broader range of disciplines relevant to rhino conservation including socio-economic factors, demand reduction and legal and illegal wildlife trade
- Experience and / or qualifications relating to the handling of confidential information and the creation, management and analysis of complex geospatial databases and interpretation and presentation of data for technical, non-technical and policy-level audiences
- Demonstrated ability to précis the findings and implications of scientific research papers for non-technical and policy-level audiences
- Experience and / or qualifications in facilitation and consensus building with multiple stakeholders via workshops, working groups and taskforces
- Demonstrated ability to produce collaborative work with other experts
- Demonstrated grant management experience
- Understanding of the statutory and regulatory frameworks within which the AfRSG must operate, including knowledge of relevant bodies including IUCN, range State governments and CITES
- Experience of working with African institutions, government agencies, private sector, communities and community-based organizations and NGOs in conservation policy and management
- Ability to recognize when there is a need to call in other experts

Desirable skills / experience:

- PhD level qualification in relevant field would be highly advantageous
- Proven fundraising experience including drafting grant applications, budgets and reports and managing donor relationships
- Media liaison experience
- Carrying out Red Listing assessments
- Understanding of social-science issues, e.g. behavior-change campaigns, attitudes' survey design and analysis

NB: Priority will be given to African nationals who are suitably qualified.

#### **4. Statement of particulars of employment**

- Start date: As soon as possible after 1 July 2021
- Job title: IUCN SSC AfRSG Scientific Officer
- Place of work: Anywhere, though East / southern African preferred. The Scientific Officer is expected to travel when required, predominantly within sub-Saharan Africa
- Salary range: US \$300-400 per day, depending on experience and qualifications, for a minimum of 90 and a maximum of 170 days per year, plus an agreed annual budget for travel and subsistence to reimburse the Scientific Officer for core AfRSG work. Payment of consultancy fees is contingent upon producing all required deliverables, timeous performance and financial reports for key donors, i.e. payment will be made retrospectively at 3-month intervals
- Occasional evening and weekend working may be required, for example during triennial AfRSG meetings or to hold Zoom calls with Members based in different time zones
- Appraisals: The Scientific Officer will have an appraisal with his/her line manager (the AfRSG Chair) after the first three, six and 12 months' employment and then annually
- Notice period: The probationary period for the post of Scientific Officer is three months. During the probationary period, employment may be terminated by the Chair or the employee with a notice period of one week; thereafter the notice period is three months. The Chair reserves the right to terminate the service of the Scientific Officer without notice or payment *in lieu* of notice in circumstances of Gross Misconduct
- Discipline and grievance: As a first step, if the Scientific Officer feels s/he has a justifiable grievance, s/he should raise the matter with the Chair, who may in return refer the case to the SSC's Chair

- Conflicts of Interest: As an independent, part-time, consultant, the AfRSG Scientific Officer may occasionally be called upon to work on non-AfRSG core activities, i.e. on a project basis by other agencies. The AfRSG SO will be expected to comply with the AfRSG's Conflict of Interest policy, signing an annual declaration and updating his/her register of interests

## **5. Introduction to the IUCN SSC African Rhino Specialist Group (AfRSG)**

### *IUCN SSC*

The IUCN Species Survival Commission (SSC) is a science-based network of more than 9,000 volunteer experts from almost every country of the world, all working together towards achieving the vision of *"A just world that values and conserves nature through positive action to reduce the loss of diversity of life on earth"*.

Working in close association with IUCN's Global Species Programme, SSC's major role is to provide information to IUCN on biodiversity conservation, the inherent value of species, their role in ecosystem health and functioning, the provision of ecosystem services, and their support to human livelihoods.

SSC members also provide scientific advice to conservation organizations, government agencies and other IUCN members, and support the implementation of multilateral environmental agreements.

### *IUCN AfRSG*

The African Rhino Specialist Group (AfRSG) is one of more than 140 Specialist Groups (SGs) of IUCN's Species Survival Commission (SSC). The largely volunteer-based network of experts across disciplines represent and work on behalf of the SSC to further rhino conservation in Africa. By virtue of their appointment, AfRSG Members are Members of the SSC and, as such, commit to adhere to the IUCN SSC's vision, mission, structure and policies. As such, the procedures by which decisions, recommendations or positions are taken by the AfRSG remain a critical part of the SSCs general governance framework.

**AfRSG Vision:** Thriving wild African rhinos valued by people and contributing to their well-being

**Mission:** The AfRSG guides and facilitates the conservation of viable African rhino populations across their natural range.

### **Objectives:**

1. To establish and enhance healthy and persistent rhino populations through advising and facilitating the efficient protection and dynamic biological management of African rhinos within their natural range
2. To foster multiple values of rhinos for all peoples' well-being through promoting sustainable conservation
3. To facilitate research, collate information and report on the status of African rhinos to the IUCN and other parties
4. To support targeted communication to a wide range of stakeholders
5. To ensure effective leadership through capacity building and mentorship of the next generation of rhino conservationists
6. To promote sustainable finance and good governance for African rhino conservation
7. To manage, monitor, and evaluate the Group via effective, efficient, and transparent governance

Please see the attached document entitled "Governance procedures within the IUCN SSC African Rhino Specialist Group (AfRSG)" for more information on the work of the AfRSG, its post-holders and members, and general operations.

## **6. How to apply**

Thank you very much for your interest in this post. We look forward to receiving your application.

All applications need to be received by 18:00 (GMT) on Tuesday 15 June 2021 and should be sent by email to [afmsg@savetherhino.org](mailto:afmsg@savetherhino.org) Applicants will receive an automated acknowledgement.

Applicants should submit:

- A 3-4 page CV, which should demonstrate the skills, aptitude, and experience outlined in the person specification. Please note that it is not necessary to submit a full list of publications or references at this stage
- A 1-2 page covering letter, which should explain why you want this position and include your contact details: email address and mobile phone number
- Details of 2-3 referees ((name, address, telephone number, email, nature of relationship). Referees will only be contacted once a conditional job offer has been made

Failure to provide the above information will result in immediate disqualification. Please do not email or ring to ask for additional information.

- Short-listed applicants will be invited for interview (via Zoom), likely during the week beginning Monday 28 June or Monday 5 July 2021
- If you have not heard by 18:00 GMT on Wednesday 25 June, you should assume that you have not been invited for interview
- The initial interview will last approx. 1 hour, and will consist of an online interview with the AfRSG Chair and two AfRSG Members (the Interview Panel)
- A second interview may be required in order to choose between shortlisted applicants; if so, this will likely follow c. 2 weeks later
- Upon making a conditional job offer to the preferred applicant, the Chair will contact the referees
- Please note that due to pressure on time, applicants not short-listed for interview will not receive a reply. Feedback will be offered to candidates who were interviewed but who were not offered the post

Thank you very much for your interest in the role of AfRSG Scientific Officer. We look forward to receiving your application.

Thank you very much for your interest in this post. We look forward to receiving your application.