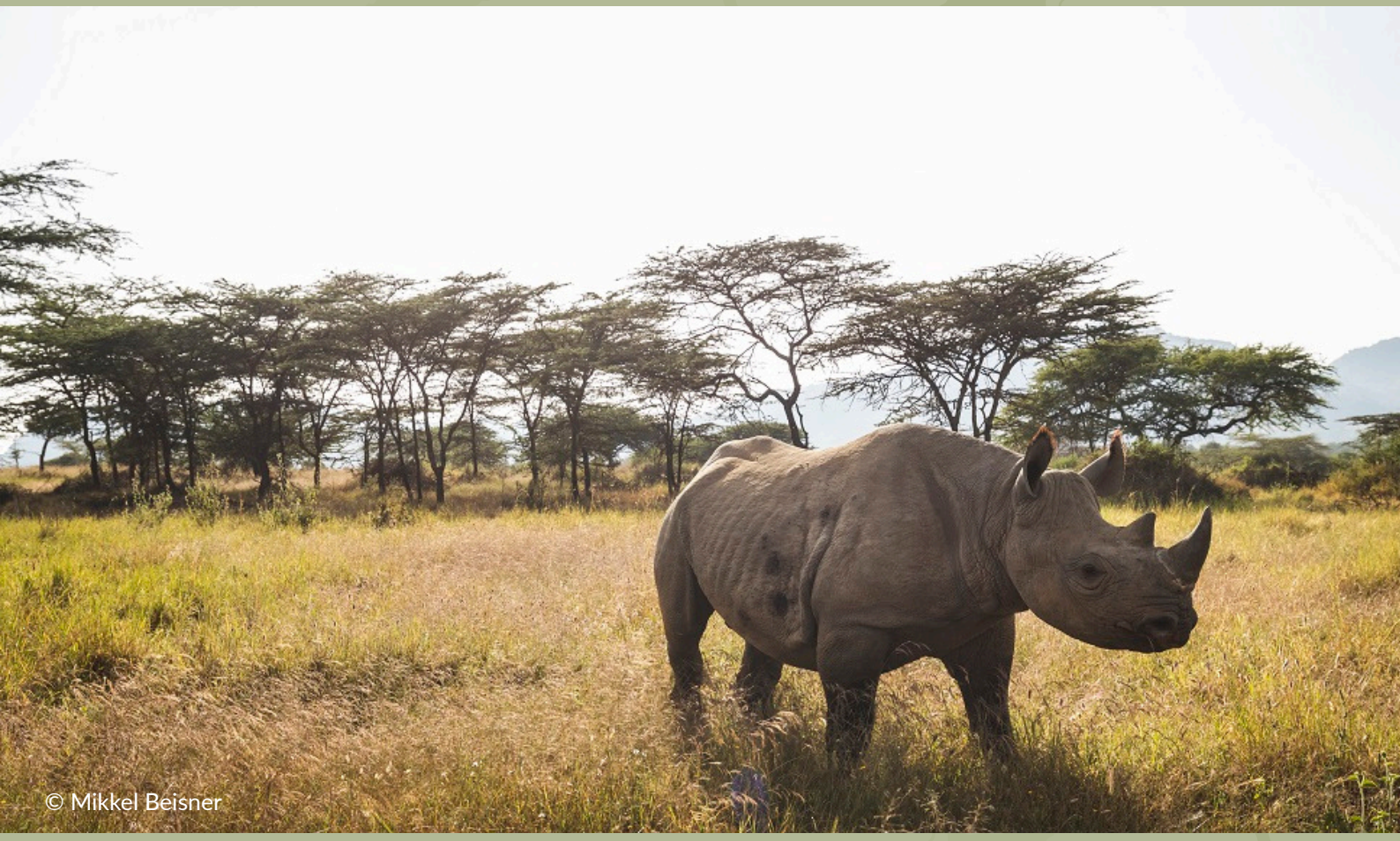


Programmes and Impact Lead Recruitment Pack

Save the Rhino International



About Save the Rhino International – leading the charge!

Save the Rhino International is a trusted UK-registered charity (No. 1035072) working across Africa and Asia to create a future where all five rhino species thrive in the wild.

Established in 1994, Save the Rhino supports and connects a global network of conservationists, rangers, communities and organisations - providing resources and building long-term, collaborative partnerships. Through targeted funding and knowledge-sharing, the Charity is at the forefront of efforts to secure rhino population recovery and disrupt the organised crime networks driving the illegal wildlife trade.

Alongside this, we focus on building the resilience of critical rhino habitats, expanding rhino ranges, and tackling habitat loss and limitations.

Save the Rhino International helps turn evidence-based expertise into practical action that safeguards rhino species and their landscapes - because when rhinos thrive, so do the people and wildlife who live alongside them.

Our Vision:

All five rhino species thriving in the wild

Our Mission:

We connect people and partners with the resources and expertise to conserve rhinos and their landscapes

Our value proposition:

Save the Rhino is the cog that both connects and drives global rhino conservation.

We bring together people, expertise and resources, sharing the knowledge needed to safeguard rhinos and their landscapes. We work alongside the people closest to rhinos, with local engagement and in-country decision making at the centre of how we tackle threats such as the illegal wildlife trade and habitat loss, driving long-term, sustained progress for rhino recovery.

Our conservation strategy:

- Conserve priority populations: Provide field partners with the resources to protect priority rhino populations and landscapes with the greatest potential to thrive.
- Dismantle trafficking networks: Disrupt the criminal networks driving the illegal killing of rhinos and rhino horn trafficking.
- Recover rhino numbers: Grow rhino numbers by effectively managing existing populations and establishing new ones in safe habitats with the space to expand and recover.
- Connect global expertise: Collaborate with global networks of rhino conservationists to share knowledge and build capacity.
- Ground policy in evidence: Drive innovative, evidence-based solutions, assessing the most effective measures to inform approaches and interventions that best support rhino conservation.

As an organisation we accomplish this via:

- Achieving long-term financial growth and stability through diverse funding channels
- Positioning Save the Rhino as a recognised global leader in rhino conservation
- Providing effective operational support to maximise our ability to achieve organisational goals

Our values:

INTEGRITY
COLLABORATION
DETERMINATION



About the Role

This is an exciting new opportunity for an experienced conservation programme manager to oversee Save the Rhino's relationships with field partners and the projects we support.

As Programmes and Impact Lead, you will be the anchor of our programmes: the person who keeps partner relationships strong, projects on track and reports on time. You will oversee our programme portfolio from signature to close-out, lead the monitoring, evaluation and learning (MEL) framework to guide and measure the impact of our work, and make sure every programme is well managed, compliant and safeguarded.

You will also support the delivery of our own conservation activities, including workshops, meetings, and programme-related webinars. This role delivers our conservation strategy rather than setting it: you will work with the CEO and the team to put our vision into practice with our partners and show the results.

We are a close-knit, supportive team with a genuine sense of purpose. If you are excited by the idea of helping our partners deliver, and demonstrate, lasting conservation impact for rhinos, we would love to hear from you.

Key Information:

Role: Programmes and Impact Lead
Salary: £46,000 - £51,000 based on experience
Holiday allowance: 33 days (including bank holidays)
Contract type: Permanent
Probation period: Three months
Hours of work: Full-time, 35 hours per week (Monday–Friday)
Location: We operate a hybrid working model with a minimum of three days per week in our London Bridge office. Further flexibility can be discussed
Line Manager: CEO
Direct reports: None
Deadline: Monday 23rd November 23:59



Role description

You will manage Save the Rhino's relationships with field partners in Africa and Asia, understanding each partner's context and needs, running the partner reporting cycle and co-ordinating ForRangers grant-making and its Advisory Board. You will oversee our portfolio of grants, co-ordinating monthly project meetings and donor alliances, and keeping every programme compliant with donor requirements.



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Alongside this, you will lead impact reporting across our conservation programmes. You will develop and lead the implementation of our MEL framework and impact dashboard, and gather evidence from project reports for proposals, and internal and external communication materials. You will also lead subrecipient due diligence and safeguarding across our partners and inform necessary policy development as appropriate.



You will be calm, precise and organised, credible with field partners and confident with donors. You will understand the pressures our partners work under and build relationships on that understanding. You will enjoy the operational side of programme management, making clear, timely judgements on partner reports and compliance, and you will raise a concern early, rather than let it slide. You will work closely with the CEO, who leads on conservation strategy, and colleagues across fundraising and communications, so that the evidence from our programmes directs fundraising and partnership opportunities. You will also chair our weekly Programmes meeting.

Key responsibilities by strategic area

Partnerships and networks

Lead Save the Rhino's day-to-day relationships with field partners and conservation networks, so that our support is well targeted and our partnerships stay strong.

- Act as Save the Rhino's day-to-day contact for field partners in Africa and Asia, understanding each partner's context and needs and keeping relationships strong
- Run the programme partner reporting cycle
- Co-ordinate advisory groups, donor alliances and other collaborations towards shared conservation goals
- Support the development of Save the Rhino's annual priority projects, including their activities, outcomes and expected impact, along with budgets
- Work with the CEO and the fundraising team to match conservation priorities to fundraising and partnership opportunities
- Co-ordinate ForRangers grant-making and its Advisory Board
- Support delivery of Save the Rhino's own conservation activities, such as workshops, meetings, and programme-related webinars and online conferences
- Keep up to date with rhino conservation issues, scientific literature and relevant media, and act as a technical source for colleagues on rhino conservation topics
- Represent Save the Rhino at relevant fora and networking events

MEL and impact reporting

Gather, analyse and share evidence from Save the Rhino's programmes, so that it informs decisions and gives colleagues the material they need.

- Develop and lead Save the Rhino's MEL framework and impact dashboard
- Lead impact reporting across Save the Rhino's conservation partner programmes
- Maintain interim and final report templates and prompt partners for their input
- Prepare quarterly Trustee Paper content on our conservation programmes and partner co-ordination in Africa and Asia
- Support the fundraising team with evidence, project designs and budgets for new proposals
- Draw content and impact from partner reports and share with the communications team, in line with the annual communications calendar
- Provide content for the annual Impact Report and The Horn, working with the communications team
- Provide the communications team with accurate, up-to-date information for the programme pages on Save the Rhino's website

Grant management and compliance

Oversee Save the Rhino's programme portfolio to the highest standards of due diligence, compliance and governance.

- Oversee Save the Rhino's programme portfolio grants and reporting from signature to close-out, across all income sources
- Oversee implementation of government grants, co-ordinating monthly project calls and reporting
- Monitor the programmes budget, tracking commitments, disbursements and partner expenditure
- Report on programmes and grants to the CEO and Board, for relevant approvals
- Ensure Save the Rhino's programmes comply with regulatory, financial and governance standards and with UK and US government and other donor requirements
- Maintain accurate and up-to-date Salesforce records for partner contacts, campaigns and opportunities

Safeguarding and leadership

Lead co-ordination and safeguarding across Save the Rhino's Programmes

- Lead subrecipient risk assessments, due diligence and safeguading across partners, including gender equality and social inclusion (GESI)
- Chair and co-ordinate the weekly Programmes meeting
- Provide cover for other team members as appropriate, during annual leave
- Participate in Save the Rhino's annual review process
- Contribute to a positive, collaborative team culture



Person specification

We're looking for an experienced conservationist with at least eight years in the sector, ideally including a minimum of two years in field projects in Africa and/or Asia. You'll be familiar with the role of biodiversity conservation policies and species recovery strategies in overcoming threats from habitat limitations and wildlife trafficking. You'll also understand the practicalities of field conservation, including law enforcement standards and people-centred approaches - combining field credibility with a firm grip on grant management. You'll be hands-on and organised, and you'll get real satisfaction from making projects run well: on time, on budget and compliant. Most importantly, you'll be inspired by our mission and motivated to show, with evidence, the difference our partners make for rhinos, their habitats and the people living around them.

Skill / Experience	Essential / Desirable
Minimum eight years' relevant experience	Essential
A postgraduate qualification (MSc.) in conservation, environmental science or a related field	Essential
Experience of designing and running MEL systems for impact reporting	Essential
Experience of due diligence and social and environmental safeguards	Essential
Experience of restricted-fund budgeting, with strong financial literacy	Essential
Minimum two years' experience in field conservation projects in Africa and/or Asia	Desirable
Experience of managing multi-donor restricted grant portfolios, including at least one government funder	Desirable
Experience of planning and facilitating workshops	Desirable
A qualification in project management and / or MEL	Desirable

Core Skills	Essential / Desirable
Clear, accurate writing, particularly of donor reports	Essential
Strong organisational skills and a hands-on approach, with the ability to manage multiple programmes and deadlines	Essential
Strong relationship-building skills across networks and with field partners and donors	Essential
Confident verbal communication with partners, colleagues and donors	Essential
A methodical approach, with the ability to think in systems and work with complexity	Essential

Staff benefits

At Save the Rhino, we want our team to thrive. Alongside the chance to make a real difference for rhino conservation, we offer a supportive and flexible working environment with the following benefits:

- 33 days of paid holiday each year, including public holidays
- A contributory pension to support your long-term financial security
- Flexible, hybrid working to support a healthy work–life balance
- Access to training opportunities to support your ongoing professional development
- A workplace culture that genuinely supports mental health and wellbeing
- A collaborative, inclusive team where your contributions are recognised

Application process

To apply, please send the following to recruitment@savetherhino.org with 'Programmes and Impact Lead' in the subject line:

- A CV of no more than two pages
- A cover letter of no more than two pages explaining what attracts you to the role, how you meet the person specification and which of our values resonate most strongly with you

Closing date for applications is 23:59 GMT on Monday 23rd November 2026.

You must have the right to work in the UK and will need to provide proof of this before starting employment.

Interviews

First round interviews will take place virtually on the 3rd December 2026.

Second round interviews will take place in person at the Save the Rhino London Bridge office on the 9th December 2026, and include a work-based exercise.

Our commitment to equality, diversity and inclusion

At Save the Rhino, we know that diverse teams bring fresh perspectives and help us achieve more. We are committed to creating an inclusive workplace where everyone feels valued and respected. We welcome applications from all candidates regardless of age, disability, gender identity, marital or parental status, race, religion or belief, sex or sexual orientation.

We will make reasonable adjustments to remove barriers to employment caused by disability or neurodiversity, and we encourage candidates to let us know if there is anything we can do to support them during the recruitment process. We particularly encourage applications from candidates from backgrounds that are under-represented within the charity sector.

We know that not everyone will meet every requirement listed in this job description. If you're excited about the role, we'd still love to hear from you. You might be just the person we're looking for.

Protecting your data

Save the Rhino takes your data protection seriously. Our full privacy policy for recruitment can be found on our website: https://www.savetherhino.org/privacy-policy



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