



# **CARNIVORE RESEARCH MALAWI**

## **Research Manager Recruitment Pack**

Registered Charity Number: 1170640

# About Us



Carnivore Research Malawi (CRM) is a non-profit conservation project based in Malawi, working in partnership with Cardiff University and Nottingham Trent University UK. The project falls under the umbrella of the UK Charity Conservation Research Africa (CRA). CRM and CRA were founded by Dr Emma Stone from the University of Bristol UK. CRM works in collaboration with the Department of National Parks and Wildlife Malawi (DNPW) and conducts three core activities:

**1. Applied research for wildlife conservation management:** to determine and monitor bat population trends, assess species threats and provide conservation recommendations; as well as a number of smaller student projects to facilitate and inform long-term conservation management of bat populations and their habitats. Project results are used to update IUCN species status reports and assist Government in long-term population monitoring and management.

**2. Education and awareness** of carnivores and their conservation and role in the environment through comprehensive community based education programmes and human-wildlife conflict outreach.

**3. Capacity building** to increase project effectiveness and long-term success by building capacity in ecological research, carnivore monitoring and management for DNPW through training courses, attachment programmes and postgraduate research projects at MSc and PhD level.

## Summary:

CRM conducts research on carnivores across Malawi both at field sites and in urban areas of Lilongwe as part of our long term applied conservation research project. A key focus is our urban hyaena research project which seeks to understand the ecology of urban hyaena's and reduce human hyaena conflict. We conduct GPS tracking, den surveys, diet surveys, camera trapping and outreach work. We are currently recruiting for a research manager to coordinate and manage all our programmes across sites in Malawi.

# About You

We are looking for someone with:

- **Inspirational Leadership skills:**

You will need to be a great leader, able to inspire and motivate others.

- **Organisational skills:**

We are looking for someone who is highly organised and practical, with an eye for detail.

- **Management skills:**

You must have excellent interpersonal and management skills and experience of dealing with students and volunteers in a professional manner.

- **Maturity and Professionalism** is a must, as well as the ability to work maintain the motivation and research output despite the many daily challenges of working in Malawi.



The position requires that you work at any of our sites as per project needs. This includes in Lilongwe and Kuti Wildlife Reserve.

Work is on demand, with long hours, working a 6 day week. Being a conservation organisation we do not have regular office hours, so you will be required to conduct work as required by the project demand, including night work.



Therefore you will need to be willing to work in the field at night, out of hours according to the programme need and have a positive can do attitude.

This post offers an excellent opportunity for career development for a researcher who is interested in applied conservation biology, bats and human-wildlife conflict.

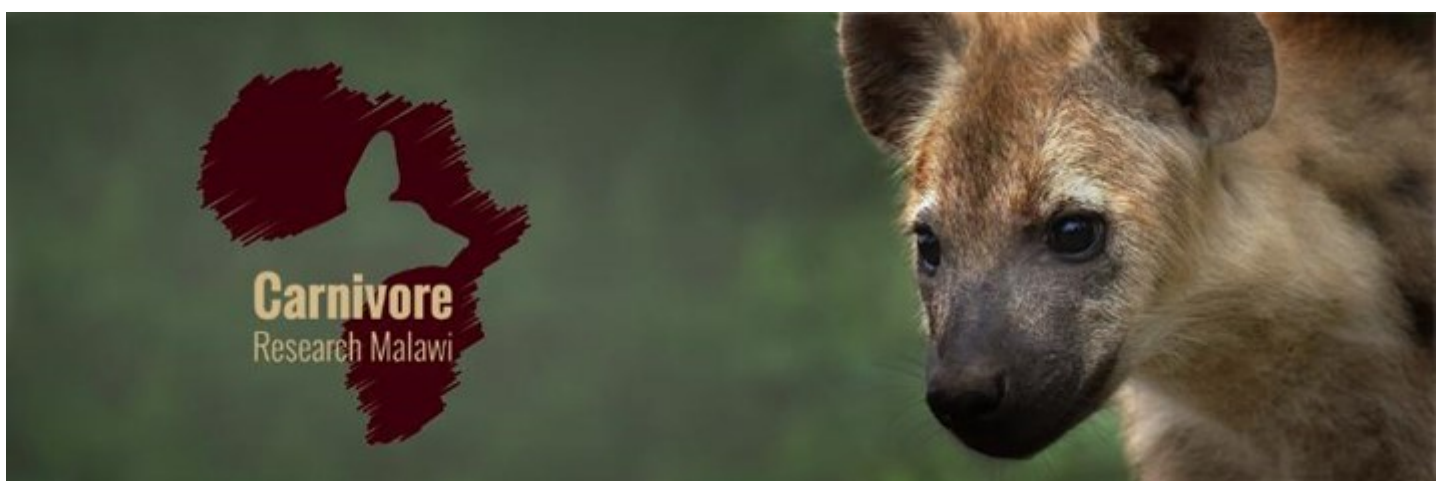




# Person Specification & Contract Conditions

The post-holder will provide leadership and line manage all CRM field teams, staff and interns, to ensure research targets and milestones are met on time including:

1. Conduct field work at night and in the day (including camera trapping, HWC visits, hyaena habituation sessions and immobilisations, GPS tracking, den visits, scat collection)
2. Develop yearly strategic research targets (Key Performance Indicators (KPI's)) for each research project in collaboration with the CEO
3. Responsible for ensuring the field research teams meet KPI's each month
4. Collate monthly KPI performance reports for each project. These reports will be reviewed by the RM and used to support achievement of strategic research targets.
5. Develop the international profile for CRA and CRM as the leading African conservation and research organization. This is to be achieved through establishment of international reputable research, academic partners and through the development of strong linkages with in-country and international research institutes, universities and relevant government departments.
6. Develop and identify new research projects alongside the CEO including collaborative and interdisciplinary research, in areas related to the wider goals of CRA and CRM
7. Responsible for the development and review of research/project protocols.
8. Responsible for recruitment of staff to CRM field teams (including interviews and selection)
9. Assist CEO to identify and develop funding proposals for existing and future CRM projects through academic and charitable grant writing.
10. Support income generation through the training and expedition programme and other unrestricted sources.
11. Assist in producing high quality peer-reviewed papers to raise the profile of CRA/ABC and demonstrate research impact.
12. Manage and maintain all associated ABC research data – the quality of the research data to be approved by the CEO.
13. Representation of CRA/ CRM at donor, partner and media events and meetings, as required.
14. Maintain compliance with all CRA policies and procedures and the laws of Malawi
15. Responsible for project management and day-to-day co-ordination and implementation of CRA/ CRM research projects including, but not exhaustive of: Project management; operational planning; partner liaison; financial management; technical and financial reporting; database management; staff training and development, and risk management.
16. Responsible for maintenance and condition of all CRM project equipment



## Requirements

### ● Essential

Positive can do attitude with mature approach

BSc in conservation biology, zoology, biology or related field

Experience of working and living in field environments, preferably in Africa

Experience of field research, particularly with carnivores

Driving licence

A confident communicator who is able to relate well to people from diverse backgrounds and cultures

Experience of working with volunteers from diverse backgrounds

Excellent understanding of wildlife conservation issues in Africa

Maturity, and a positive mental attitude, resilient, ability to muck in and get on with it

Experience of off road driving with 4x4

Experience of project / senior management

Hard work ethic, flexible and conscientious approach

Enthusiasm and self motivation for working on applied conservation research



### ● Desirable

MSc or PhD in ecology, zoology, biology

Experienced in radio tracking, tagging, harp trapping and mist netting bats

Experience in dealing with human wildlife conflict

Experience of managing own workload and taking responsibility for projects

Experience of ArcGIS mapping, digitising and home range analysis

Project management qualification

## Contract Conditions

● Timing - This is a minimum of 1 year position commencing asap (extendable)

● Hours - Full time flexible working hours, 6 days per week, with night work.

● Location - The location is flexible according to our project needs so you will be based at either our research camp in Lilongwe, Kuti Wildlife Reserve or any other site as required.

- Accommodation - In Lilongwe the post holder will be based at the CRM research offices and staff house in a shared room. There is a living area, kitchen, showers toilets. In the field you will be sharing a walk in safari tent with beds with another staff member.



- Conditions - CRM will provide a stipend, accommodation and bills, work related travel, airport transfers and limited personal use of a project vehicle. You will be required to cover your own flights, food, visas, insurance and vaccinations.

## Explore Malawi



While you are with CRM you will have time off to venture further afield to explore Malawi. Malawi is an amazing country; known as the "Warm heart of Africa" it is culturally and ecologically diverse with plenty to see from mountain rainforests to the lake of stars, you won't be disappointed.



A trip to Malawi would not be complete without snorkelling in the crystal clear waters of Lake Malawi, infamous for hundreds of endemic cichlid species. Relax on the beach or kayak out for a stay on one of the remote islands in Lake Malawi National Park. A visit to Nyika plateau when the orchids are in bloom or down to Mount Mulanje at 3000m high with its endemic upland rainforests are also a must.

## How to Apply

### Application process

To apply please complete the online digital application form ([www.conservationresearchafrica.org/opportunities](http://www.conservationresearchafrica.org/opportunities))

You can also send a covering Letter (outlining why you think you would be suitable for the post) and a CV if you wish to

[paula@carnivoreresearchmalawi.org](mailto:paula@carnivoreresearchmalawi.org)

**Further project information:** [www.carnivoreresearchmalawi.org](http://www.carnivoreresearchmalawi.org)

