

VACANCY



DIRECTOR OF PROGRAMS

The Northern Rangelands Trust (NRT) is a non-profit umbrella organization that supports 35 member Community Conservancies across northern and coastal Kenya with fundraising, technical support, governance support and training to member community conservancies. Its mission is to develop resilient community owned conservancies that transform lives, secure peace and conserve natural resources. It is a non-governmental organization headquartered in Lewa Wildlife Conservancy, Meru County. More information can be found at www.nrt-kenya.org.

Purpose of the Position:

NRT is looking for a leader that blends programs coordination excellence, extraordinary community management, and keen insights on how to drive change in a dynamic and scaling organization. The overall responsibility of this position is to proactively identify, manage and execute NRT programs and optimization of program activities and initiatives from inception to completion. This position will work to improve the productivity and efficiency backed by data and trackable within the Strategic Plan.

The Director of programs will personally oversee the execution of NRT's strategy in the field. A pivotal role supporting the CEO to ensure that NRT delivers impact in the respective Counties, in concert with all technical program leads in an accountable, professional, strategic, pragmatic and innovative manner.

Key Responsibilities:

- Management, direction, strategic support and mentoring to all NRT county conservancies' directors and conservancy managers.
- Work closely with the Senior Technical Advisor, Chief Operations Officer and Director Conservation to ensure efficient, effective and meaningful impact in the field.
- Deliver the NRT Annual Work plan through effective matrix management ensuring all technical departments are delivering impact through the county teams.
- Oversee the delivery and standards of all NRT community development activities.
- Ensure all activity is recorded and that the monitoring and evaluation is of a suitably high standard.
- Directly advise the CEO on all matters relating to good community conservancy governance.
- Manage the community conservancy livelihood fund program through county directors.
- Maintain an open and constructive relationship with all conservancy boards and chairpersons. Mentor, troubleshoot and assist the boards as required.
- Represent the CEO in the NRT community as required.
- Co-ordinate and nurture all county government relationships + partnerships, specifically on policy, by-laws, strategy, plans and budgets.
- Facilitate program related fundraising, reporting and donor feedback as required.
- Ensure all Conservancies enterprises activities is coordinated and integrated with county directors work plans.

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- Oversee all county directors' budgets and spending, working with the CFO to ensure NRT is delivering against clearly defined targets.
- Development and oversight of all partnership MOUs with communities and government
- Oversight of governance standards and performance across 35 community conservancies
- Oversight of NRT training standards and the Leadership and management program (LAMP).
- Development and implementation of cross-cutting agendas on youth and women's empowerment.
- Ensure program integration through NRT county conservancy directors.
- Develop and support the NRT Council of Elders.
- Deliver the strategy on growth and graduation of NRT member community conservancies.
- Represent NRT at high level meetings and chair as required.

Qualifications: Education /Knowledge/ Skills and Experience:

- Master degree in Bachelor of Sciences in natural resources management, social or biological sciences, Project Management or other relevant field.
- Fifteen (15) years' experience in senior management roles preferably with conservancies with commitment to community-led conservation in Kenya. (Minimum of ten (10) years' relevant work experience in conservation and natural resources management).
- Demonstrated experience in grass root community development particularly in pastoral areas with strong experience in mediating resource-based conflicts.
- Experience and knowledge in building capacity of community conservancies, particularly governance strengthening.
- Exceptional leadership and management record at a senior level in a credible organisation.
- Experience in managing programs, financial and reputational risks in high profile and successful organisations.
- The vision and drive to design and deliver a strategy which has impact at a landscape level in a complex, challenging and ethnically diverse environment.
- The diplomatic experience and communications skills to engage at the highest levels of national and county government, with an influential international audience, national and international media houses, and the communities NRT serves.
- A deep and credible understanding of the wildlife conservation and development sectors in order to oversee experts in a science driven organisation.
- The ability to build and maintain productive relationships with senior staff within international donor organisations and government offices.
- A proven background in managing and overseeing (up to) multi-million-dollar budgets with complex and demanding reporting responsibilities.
- Strong team player and experience of working with people from diverse backgrounds, demonstrating respect for, and understanding of cultural differences.

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- Experience of project management activities in community sector.
- Highly developed analytical skills.
- Ability to work in challenging environments and deliver on tight deadlines.
- Excellent negotiating and high level influencing skills.
- Excellent self-awareness with an understanding of impact of behaviour on others.
- Excellent interpersonal, networking, communication, negotiation and facilitation skills.
- Ability to take initiative and work independently.
- Adaptable and flexibly resilience to respond to changes.
- Strong communications, oral & written communication skills.

If your profile matches the above job specifications, please send your application including a detailed CV highlighting relevant experience, a daytime telephone contact, email address, and the names of three professional referees to reach us by close of business on **Monday 11th of March 2019** to: hr@nrt-kenya.org addressed to: Operations Manager, Northern Rangelands Trust, Private Bag, Isiolo-60300

Only shortlisted candidates will be contacted.