



THE BEST COMMUNITY CONSERVATION JOB IN THE WORLD.

JOB ANNOUNCEMENT: SITE OPERATIONS MANAGER

*BCP's mission is making **conservation**
of wildlife habitat valuable to **people**.*

BCP is a leading Zambian forest conservation company which aims to generate sustainable conservation finance through the forest carbon markets. We are working with Community and Government partners to help improve the conservation management of important wildlife habitats in Lusaka and Eastern Provinces while implementing a dynamic livelihoods program benefitting 81,000 people. The project areas are located in Chiefdoms where dynamic community management of forests is reducing encroachment, improving household incomes, increasing wildlife populations and reducing carbon dioxide emissions from forests.

BCP seeks a dynamic and resilient **SITE OPERATIONS MANAGER (SOM)** to manage people, activities and strategies at a BCP 'Site'. Each Site leads the partnership with Communities and Government across three or more Chiefdoms. The Site Operations Manager coordinates all project activities with all entities involved. The resilience comes in as the job works in rural areas, has to deal with strategies to reduce threats to forest, while ensuring community livelihood projects create impact while managing a high performing team and company assets. If you want to be challenged, grow, grow others, and see the impacts of your work, you should apply for this role.

We are looking for managers, not just leaders. Self-motivated, responsible candidates who have previous project management experience, with strong team management skills, who are open to the idea of working in remote and/or rural locations will excel at this role. BCP is inherently a rural company. The communities we serve are rural and so this position is expected to be comfortable with being predominately in rural areas. This role will be expected sometimes to camp in basic conditions and to be independently mobile, including the use of motorbikes and vehicles as means of transportation.

RESPONSIBILITIES WE'LL TRUST YOU WITH.

- **Management:** Oversees the site team. Manage all site programs related to livelihoods, engagement, policy and governance support, carbon engagement and manages a high performing team who exceed, not meet, company top goals and key results.
- **Coordination:** Oversees site selection activities, and provides overall engagement, logistical and coordination support to field teams.
- **Livelihoods:** Delivers measurable impacts through a Site livelihoods program which targets large numbers of households. This involves direct implementation, and overseeing the work of sub-contractors. This role supports governance development to ensure that community institutions become stronger implementers of development projects in their Chiefdoms.
- **Engagement:** Maintains productive, strategic and positive working relationships with community institutions, local government, and other stakeholders. Delivers expert facilitation to large audiences using skilled verbal and written communications. This engagement extends to ensuring that REDD+ audits go smoothly at a site level.
- **Reporting:** Responsible for reporting on time and budgeting, and ensuring teams to do the same.

- **Financial Management:** Responsible for audit-proof financial management at a Site level. This role looks after Site inventory like it is personal property.
- **Communications:** Ensures public information and education programs continue to be an ongoing process at a village level. Responsible for ensuring that there is a strategy in place to ensure that villages know what work is being done together in forest conservation, and are involved in the protection of forests and delivery of high-quality livelihood impacts.

PROBLEM SOLVERS WANTED.

- Advanced relationship management skills.
- Advanced report writing.
- Knowledge of community mobilization and capacity building amongst community institutions.
- Project Management, people management and leadership skills. We're looking for someone who is not afraid to be in charge of others and in charge of delivering outcomes.
- Excellent communication skills, both verbal and written. Talented community facilitator.
- Experience with MS Office, including Word and Excel.
- Management, administrative and organizational skills.
- Bachelor's degree in Project Management, with a bias in natural resource management & conservation a plus.
- Zambian rural experience preferred.
- Ability to work independently.

WHAT YOU'LL TELL PEOPLE AT SOCIAL GATHERINGS.

BCP is a leading African REDD+ project developer. As a social enterprise, BCP's mission is making conservation of wildlife habitat valuable to people. BCP runs two REDD+ projects in Zambia: The Lower Zambezi REDD+ Project and the Luangwa Community Forests Project. The Luangwa project is set to become Africa's largest REDD+ project by hectare. The Lower Zambezi REDD+ Project is the world's only 5 times VCS-verified and triple gold CCB verified REDD+ project. As the 5th highest scoring B Corp in the world, BCP benefits 81,000 people across 13 Chiefdoms through a community impact model developed over 8 years. Our vision is community partnerships conserving Africa's last great wildlife strongholds by trying to harness this new development tool of carbon finance.

WE EVEN DO BENEFITS DIFFERENTLY.

A competitive salary will be offered, plus great holiday benefits, plus the potential for performance bonuses, plus travel opportunities for work, plus health benefits, plus a great work culture, plus career growth, plus working with a diverse and committed team.

Candidates interested in joining an innovative and high-performance team, and working towards doing amazing things in project management and supporting livelihoods programs, please send a CV, a cover letter, and anything else that makes your application stand out by email to jobs@biocarbonpartners.com with **Site Operations Manager** in the subject line. Please ensure your cover email stands out. Please also send 5 reference contacts.

Application accepted from 30th July 2019 until the position is filled.