



VACANCY: Director position

The Namibian Foundation for the Conservation of Seabirds (NAMCOB), a seabird conservation organisation based in Lüderitz, Namibia, seeks to employ a Director on a full-time basis. The initial contract is for two years renewable based on performance. Funds are available for the position for at least five years.

PURPOSE OF POST / THE POSITION AT NAMCOB

The Director will play the leading role in the establishment, development, growth, promotion, and implementation of the newly established Namibian Foundation for the Conservation of Seabirds (NAMCOB), its strategy, and conservation goals to conserve Namibia's seabird populations.

Essential Functions

NAMCOB's Director will lead, develop, and implement NAMCOB's activities in support of the protection of Namibia's seabird populations and its coastal and marine ecosystems. This role will foster stewardship, collaboration, and community relations for the coastal and marine areas of Namibia. Working closely with conservation partners, this position will report to the Executive Committee of NAMCOB and will be based at Lüderitz in Namibia. This is an initial two-year contract with the possibility of extension dependent on performance.

Responsibilities and Scope

- Set up, manage, and build the establishment and elaboration of NAMCOB, consistent with its Constitution, work plan, and strategies.
- Lead NAMCOB's support for, and relationship with the government with the aim to assist national ocean conservation priorities and objectives.
- Manage all aspects of a dedicated marine & seabird facility.
- Implement preparedness and response mechanisms for seabird emergencies.
- Advocate for industry best practices in the marine environment.
- Build capacity to support and improve marine conservation efforts.
- Work within a budget to complete projects, negotiate with vendors and assist with budget development.
- Initiate and support fundraising by driving and contributing to proposals and representing NAMCOB where/when needed.
- Responsible for ensuring that public and private funds are raised to meet program needs and managed in conformity with good governance practices.
- Build collaboration with all relevant parties and foster strategic partnerships to help facilitate organisational goals.

- Prepare reports, presentations, and assessments on relevant topics, as well as internal and external communications materials that reflect the organisation's objectives and priorities.

Minimum Qualifications

- Postgraduate Science degree or veterinary degree and 5 years experience in marine conservation practice, animal health, and rehabilitation or equivalent combination of education and experience.
- Experience managing complex and multiple projects and organisations, including staffing, workloads, and finances.
- Supervisory experience, including motivating, leading, setting objectives and managing performance.
- Experience in partnership development with non-profit partners, community groups and government agencies.
- Track record in wildlife monitoring and research.
- Clear communication skills via written and spoken means in English.
- Experience in conservation, policy, and sustainable programs for endangered species, and/or the marine ecosystem.
- Interest in bird rehabilitation and acquiring expertise in this area.

Desired Criteria

- Multilingual and multi-cultural or cross-cultural experience appreciated.
- Familiarity with Namibia's coastal and marine ecosystems, communities, and related governance systems.
- Demonstrated experience influencing, developing, and implementing conservation policy and plans.
- Knowledge of current trends and practices in marine conservation, especially within the region.
- Demonstrated experience in fundraising.
- Experience negotiating and political savvy.

Requirements

- Namibian nationals or permanent residents with skills and experience to meet the above requirements are our legal first choice. As such skills are rare in Namibia, SADC nationals are also invited to apply.
- Fluency in English.
- Proven experience in supervision and an ability to work cooperatively with others, both in an office situation and in the field.
- Ability to build supportive networks, including across cultures.
- Good IT skills.
- Strong communication skills.
- A valid driving licence.
- A willingness to travel, when required.
- Ability to work in variable weather conditions, at remote locations, on difficult and hazardous terrain and under physically demanding circumstances.

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