



**HELP CONGO**  
**Executive Director**  
**Republic of Congo**



### **Context and key objectives**

HELP CONGO was founded by Alette JAMART 30 years ago. More than 100 chimpanzees have been rescued, all orphans due to poaching and illegal trade. The program gained recognition with a successful reintroduction of half of them in the Conkouati-Douli National Park (PNCD) north of Pointe-Noire, in an area allocated by the government and guarded by HELP. This area, which has been actively protected for 25 years, has been home to remarkable biodiversity: chimpanzees, mandrills, gorillas, elephants, leopards, buffaloes, etc. The chimpanzees that could not be released currently live on islands in the Conkouati lagoon requiring daily feeding.

Alette JAMART, who currently assumes the responsibility of Chief Executive Officer, has prepared her succession and is stepping down from operations. A new manager, the Association BEAUVAL NATURE, takes over the program with a new vision oriented towards conservation and research, while retaining responsibility for the animals present at the sanctuary until the end of their existence, but without collecting new ones. The takeover of the program by Beauval Nature will be carried out with the following objectives:

- Develop, in the areas allocated to HELP by the government, a strong protection and law enforcement program in order to conserve biodiversity.
- Develop ecological and ethological research programs and species monitoring in collaboration with universities and other research units.
- Contribute to developing all related actions to improve the protection of biodiversity: eco-tourism, awareness programs and community actions for a socio-economic development of local communities as alternatives to poaching.
- Ensure the welfare of the chimpanzees in the islands.
- Set up an organization in line with the objectives and the strategy.
- Manage the teams and the budget of the program

### **Key position and relationships**

- The Director will report to the Chairman of the Board and its members.
- He / She will have to collaborate with the government, the curator of the PNCD, the new management of the Park which will be effective from mid-2021 under the responsibility of the French association NOE, as well as with a set of partners and stakeholders.
- The position is based at the project sites in the Conkouati-Douli National Park in the Republic of Congo, with regular trips to Pointe-Noire.
- The team is made up of about fifteen people that he/she will manage.

## **Main responsibilities**

- Ensure the program's transition from the old to the new management.
- Develop with the Board of Directors short and medium term action plans and budgets in order to set up an organization in line with the strategy.
- Organize with his/her teams the care for the chimpanzees in the islands
- Organize the rehabilitation of the infrastructures of the Research Center and of the eco-guard base and other infrastructures.
- Collaborate with the new park managers to set up the new organization.
- Set up a law enforcement plan for the area under the responsibility of the program, strengthening the application of laws and rules through the action of eco-guards units and in coordination with the Park managers.
- Be a source of proposals for conservation research programs and supervise them.
- Develop relationships with local communities in order to promote economic and social development, in particular education and health.
- Set up an ecotourism program.
- Ensure the maintenance and improvement of all infrastructure.
- Ensure the safety of goods and people.
- Restructure the procurement process.
- Contribute to fundraising by finding funding opportunities and writing requests.
- Propose and draft projects and ensure their follow-up and the dissemination of information to donors.
- Be an actor in the execution of the program communication strategy, in particular at the local level.
- Regularly report activities and difficulties to the Board of Directors as well as elements for communication about the program to the public.

## **Profile**

- Inspiring strategic leader, sensitive to local culture, able to lead and manage in a complex environment.
  - Dynamic, able to motivate a team and build relationships with external partners.
  - Able to inspire trust and respect from staff, management and donors through actions and leadership.
  - Ability to work in a team and to motivate staff.
- With a long-term vision while knowing how to manage resources on a daily basis.
  - Able to create collective and individual strategies and work plans.
  - With high capacity to execute: the ability to conceptualize, plan, prioritize, implement, communicate and manage effectively.
- Be able to anticipate.
- Good communicator, friendly, accessible and comfortable with staff, partners, donors, government leaders and the media.
  - Able to work with different educational and social levels, ranging from community to country leaders.
  - Possesses strong written and verbal communication skills.
- Good negotiator, able to build partnerships.
- Ability to withstand pressure, able to manage crisis situations.

**Experience**

- Higher Diploma in Natural Sciences, Conservation/Management of Protected Areas.
- Experience in conservation in a similar position.
- Experience or proven ability to strengthen and develop organizations.
- Excellent proficiency of spoken and written French and English.
- Experience in fundraising.
- Financial management skills in budgeting, cash flow and reporting.

**Compensation:** Salary and benefits package are negotiable.

**Working time and conditions**

- Accommodation and food provided free of charge on site
- Internet access
- 5 weeks paid holiday per year
- 4 weeks of work followed by a week of rest
- Health and repatriation insurance provided
- Visa and administrative fees covered
- 1 trip per year to Europe
- Occasional and professional international travel may be required.

Please send a CV and a motivation letter to Eric BAIRRAO RUIVO: [eric@zoobeauval.com](mailto:eric@zoobeauval.com) with a copy to Marie LAFORGE from HELP: [marie.laforge@outlook.com](mailto:marie.laforge@outlook.com)