



## Habitat Connections Project Officer

**full-time, 12-month fixed-term contract**

(happy to talk flexible working patterns - we are open to part-time)

**Organisation:** Bats without Borders (BwB) / BirdWatch Zambia (BWZ)

**Location:** Lusaka, Zambia

**Role:** Habitat Connections Project Officer

**Reports to:** CEO (BwB) / Programme Manager (BWZ)

**Website:** [www.batswithoutborders.org](http://www.batswithoutborders.org)

**Contact e-mail:** [info@batswithoutborders.org](mailto:info@batswithoutborders.org)

**Closing date:** 12<sup>th</sup> February (Wednesday)

**Start date:** March/April 2025

### About the project

We are seeking a highly motivated, organised, adaptable and committed Project Officer to join our team, working on the Habitat Connections Project. The project aims to improve habitats and connectivity for insect pollinators, birds and bats (e.g. native species planting, bat boxes, improved water quality). To increase resilience and sustainable urban spaces where humans and nature coexist and inspire communities to take action.

### About the role

The job will be based in Lusaka, working with youth and community groups, volunteers, land managers, local authorities and other key stakeholders to promote the conservation and protection of urban wildlife. This new role offers an exciting opportunity to make a significant impact on wildlife conservation efforts in Lusaka while strengthening positive relationships within the community.

The role will involve working with schools, communities, land managers (e.g. golf courses), to highlight opportunities for conservation work to protect, enhance or restore wild spaces for the benefit of people and wildlife.

Engagement is integral to the successful delivery of the project and the Project Officer will work closely with local communities to make positive changes for people and wildlife. The postholder will be an excellent communicator with experience of working with youth / school groups, land managers, volunteers and community groups. You will have recent experience of delivering similar projects within the Conservation sector including species and habitat management.

### **Key responsibilities:**

- school, youth and community engagement and volunteer recruitment
- identifying key sites to carry out habitat improvement works
- delivering habitat management works for a range of taxa, organising and overseeing species surveys and leading volunteer work-parties
- conduct evaluation and monitoring to assess success of project objectives
- maintain accurate records, prepare reports, and communicate findings to the team and the broader community
- represent the organisation at meetings, workshops, and public events; and
- working closely with your line manager and BwB team to ensure the smooth running of the project

### **About Bats without Borders**

Bats without Borders (BwB) is a non-profit conservation organisation dedicated to conserving bats, biodiversity and healthy ecosystems within southern Africa's changing landscape. We aim to achieve this through supporting and conducting applied research that informs targeted conservation action, strengthening local capacity and promoting a positive attitude towards bats through public engagement. Although our NGO remit covers southern African countries, we work primarily in Malawi and Zambia, with additional capacity strengthening activities in Botswana, Mozambique, Namibia, South Africa and Zimbabwe.

### **Our Vision**

Bats and their habitats in southern Africa are valued, protected and conserved for the well-being of bats, biodiversity and people.

### **Our Mission**

Bats without Borders is dedicated to conserving bats, biodiversity and healthy ecosystems within southern Africa's changing landscape. We will achieve this by supporting and conducting applied research that informs targeted conservation action, strengthening local capacity and promoting a positive attitude towards bats through public engagement.

## Our Commitments

Bats without Borders will strive to:

- **PROTECT** bat diversity and habitats by advocating for policy change with key stakeholders across southern Africa, informed by collaborative, evidence-based and ethical research.
- **RESTORE** important natural habitats through conservation action informed by evidence-based research, in collaboration with African and international partners.
- **ENGAGE** ecologists, researchers and conservationists across Africa to mobilise and protect their natural heritage through capacity strengthening and networking.
- **INSPIRE** people in southern Africa to learn, better understand, appreciate and even love bats through inclusive, participatory and fun education and community engagement.
- **EMPOWER** people to create and realise more sustainable livelihood strategies that both contribute to the alleviation of poverty and the conservation of key ecosystems and biodiversity.

## About BirdWatch Zambia

BirdWatch Zambia (BWZ) is a registered Non-Governmental Organisation (NGO) and Society under the NGO Act No.16 of 2009 under the Societies Act Chapter 119 of the Law of Zambia. The organisation was conceived in 1969, initially called the Zambian Ornithological Society, and later renamed BirdWatch Zambia. BirdWatch Zambia is the BirdLife International's Partner in Zambia.

## Our Vision

A Zambia where people, birds, and nature are valued, coexist, and thrive for sustainable socioeconomic development.

## Our Mission

Promoting the study, conservation, and general interest in birds and their habitats in Zambia.

## Our Core Values

BirdWatch Zambia is guided by three core principles that will help effectively and diligently implement its strategic plan (2023 – 2027). They include:

- **Integrity**—We commit to practicing honesty and exhibiting consistent and uncompromising adherence to strong moral and ethical principles and values. We are a nonpartisan organisation that values its independence.
- **Dignity** – BirdWatch commits to exercise a level of dignity, ensuring that everyone we encounter is valued and respected, and treated ethically. We will

respect our partners and those opposing our views as we strive to deliver conservation impact.

- **Stewardship** – We commit to employ ethical values in our use of resources but also pledge to be shepherds of birds and their habitats. We will promote and indicate a sense of stewardship in our members, and the communities and students we engaged in our education and awareness work.

## About you

We are looking for an enthusiastic, self-motivated and committed individual with excellent conservation, communication and engagement skills. You will have proven experience in species conservation, habitat management and education and a passion for conservation and youth / community engagement.

## Person specification

### Essential

- right to live and work in Zambia
- BSc in Ecology, Conservation / Wildlife Management or a related programme
- previous experience working for a conservation NGO / demonstrable dedication to protecting the environment and conserving wildlife
- good level of ecological knowledge and understanding of conservation issues and Zambia species (an advantage would be knowledge on bats, birds, insects and plants) and habitat requirements
- proven experience at undertaking habitat management projects
- excellent organisational skills and ability to multitask
- project management, financial knowledge and experience
- self-motivated and able to work independently / remotely
- excellent relationship management and team player
- adaptable and flexible approach to work
- reliability and commitment
- a friendly and supportive approach to dealing with people
- strong IT skills including experience in Microsoft Office (word, excel and outlook) or equivalent
- proven experience in habitat management, conservation or restoration
- excellent communication and interpersonal skills, with the ability to interact effectively with diverse audiences
- proficiency in data collection, analysis, and report writing
- willingness to travel within Lusaka Province, Zambia and if required occasionally internationally
- experience of working in partnership with other organisations, including volunteers, and landowners.

## Desirable

- experience of engaging volunteers and local communities in species-focused projects
- GIS experience
- experience of working with community-based organisations
- experience of evaluation and monitoring methodologies
- knowledge of bat ecology, conservation issues, and relevant legislation.

## Impact

This role will make a significant contribution our conservation activities and amplifying our impact across Zambia through volunteer, land manager and youth engagement. Habitat management with volunteers, can have a positive impact on the environment as well as volunteer connection with nature, health and wellbeing. We want to encourage and promote bat conservation and inclusive engagement activities to reach our vision to ensure that: *Bats and their habitats in southern Africa are valued, protected and conserved for the well-being of bats, biodiversity and people.*

## Benefits

We aim to ensure that everyone in the team (staff, interns and volunteers) feels integral and included. We offer the opportunity to work with our friendly, enthusiastic, and experienced team. You will also benefit from working with a wide range of stakeholders and in-country partners. You will also have access to relevant training.

## Equality, Diversity and Inclusion

Bats without Borders is committed to reducing inequality, valuing diversity and enabling inclusion. We are an equal opportunity employer, and ensure positions are accessible to all, regardless of race, nationality, ethnicity, age, disability, gender expression or identity, sexual orientation or identity, religion, marital or parental status.

## How to apply

To apply for this role, please send your application and diversity monitoring forms to the recruitment panel at [info@batswithoutborders.org](mailto:info@batswithoutborders.org). Please ensure your name appears on the documents (e.g. Firstname\_Surname\_application form). *Applications need to be received by midnight on the deadline date or will not be considered.*

Thank you for your interest in this post!