



In support of conservation

The Natures Valley Trust

Position: Director

Reporting to: The Board

The Natures Valley Trust

The purpose of the Natures Valley Trust is to maintain the environmental integrity of Nature's Valley and surrounds for future generations.

Vision: To be a catalytic conservation initiative that is inclusive and effective.

Mission: Enabling an integrated stakeholder effort that is proactively involved in issues that impact on the environmental resilience of the area.

Strategic Goal: An integrated ecological research and interpretive program that ensures that the regions ecosystems are maintained and enhanced and underpin long term social well-being.

We aim to achieve this by nurturing strong stakeholder relationships across our sphere of influence, building scientific research, putting in place conservation projects and creating capacity development opportunities.

We commit to operate with good governance, in a transparent fashion to enhance conservation efforts in our region. We aim to be locally and socially relevant, working alongside local communities to build a better understanding of environmental issues and climate change in order to create positive responses to these challenges through creative and impactful conservation initiatives.

As part of our ongoing educational and scientific research, we host a number of local and international interns, students and volunteers who actively participate in the various projects.

The Natures Valley Trust focuses on the following ecosystems and operates in two key ways

1. Coastal (Rocky shores, beaches and dunes)

2. Marine (predominantly inshore marine, focusing on the Plettenberg Bay)
 3. Forests
 4. Rivers and Estuaries (With a focus on the Salt and the Groot Rivers)
 5. Fynbos
 6. Urban (recognising the importance of securing biodiversity in urban areas in our region)
1. *Ecological Research*: Scientific staff run long and short-term ecological monitoring and research projects that inform and enable a better understanding of pressing and potential environmental issues impacting Natures Valley.
 2. *Conservation in Action*: The results and insights gained from the research and monitoring programmes are used to develop conservation action projects to mitigate the anthropogenic impact and proactively address the long-term ecological integrity of the area. Our Conservation in Action programmes focus primarily on, schools-based environmental education, community engagement and awareness, lobbying and advocacy.

Each of these operating areas is part of an integrated platform of delivery that serves the overall purpose of the organisation.

The role of Director:

The Board of the Natures Valley Trust is looking to appoint a new Director who will lead the organisation in delivering on the purpose of the organisation and implement key strategic initiatives across the key dimensions listed above.

1. Ecological research

The Director will be tasked with leading and coordinating a team of permanent, visiting and collaborating scientists who are engaged in short, medium and long-term research and ecological monitoring projects that enable us to better understand the environment. The results of these research programs are shared with conservation authorities NGO's, academic institutions and researchers across the country and internationally.

In support of this research programme, the Director will be responsible for:

- a) High-level stakeholder relationship management with current research initiatives, key decision-makers and researchers within SANParks, the Universities and those tasked with environmental protection in the area.
- b) The identification and development of new research initiatives that will address the threats to the environmental integrity of the area.
- c) Managing and supervising Honours, Masters and PhD students and ensuring that they publish relevant and high-quality scientific publications.
- d) Maintaining and developing key relationships with local and international academic institutions and other organisations that support, fund and publish this scientific work and who also provide an ongoing pipeline of visiting students and interns.

2. Conservation in Action:

2.1 School-Based Environmental Education

The NVT has a long and proud history of delivering world class conservation education programmes.

The Director will play a pivotal role in leading and guiding the team responsible for this area of work by:

- a) Ensuring that the current programmes are delivered in line with our obligations to funders and stakeholders.
- b) Ensuring a new pipeline of funding and project applications.
- c) Maintaining and developing relationships with key stakeholders and funders of education projects.
- d) Developing new programmes aligned to our integrated ecosystems approach that builds alignment between research output and environmental education material.

2.2 Community Engagement

The NVT's involvement with local communities has been an integral component of our work for many years. We partner with several local communities in terms of environmental awareness initiatives. These include community clean-up events, re-greening programs and gardening and fishing clubs. By resourcing, supporting and engaging local communities, our goal is to put conservation issues at the forefront of sustainable community development.

The Director will ensure that:

- a) Current successful programmes are maintained and redesigned if required.
- b) New programmes are designed in conjunction with local community leaders.
- c) Stakeholders in the area are engaged and involved in all aspects of the work.
- d) Funding levels for the programmes are maintained and ensured.

2.3 Lobbying, Advocacy and Stakeholder engagement

The Conservation in Action programme requires a significant level of stakeholder engagement, networking, lobbying and advocacy. The Director and his team will be responsible for:

- a) Monitoring and communicating risks and potential threats to the environmental integrity of Natures Valley and its surrounds.
- b) Developing strategic relationships with key decision-makers in local, regional and national conservation agencies (critically SANParks and Cape Nature, the local ratepayer's association and Bitou municipality).

- c) Growing and developing relationships with the large network of supporters and funders that support the NVT.
- d) Growing and developing existing channels of communication with this network.
- e) Linking up with prominent national and international conservation programs and initiatives to leverage the work of the NVT and develop key partnerships.
- f) Playing a high-level lobbying and advocacy role to put in place initiatives designed to ensure the highest levels of conservation status for the sensitive ecosystems in and around Natures Valley.

Qualifications

1. A degree in environmental management/Biodiversity or related qualification in specific areas of conservation.
2. Qualifications in management or project/ data management would be most helpful.
3. Being an NRF rated researcher (past or current) would be an advantage.

Ideal Experience

1. At least 12 to 15 years' experience in the areas of conservation management, research, environmental science, conservation education or biodiversity.
2. At least 10 to 12 years' team leadership experience working with diverse and multinational teams consisting of scientists and project leaders.
3. Experience in working with local communities.
4. Experience in lobbying and advocacy.
5. Experience in the formulation and presentation of high-level strategic plans and proficient in working with data and spreadsheets.
6. A track record of fundraising at a strategic level.
7. Experience in the public or not for profit sectors would be advantageous.
8. Experience dealing with the media and public relations in general.
9. Experience with contracts and wording of policy directives.
10. Experience in managing multi-year donor-funded projects.

Skills

1. Highly analytical with good insight and judgement.
2. Strategic level thinking in the context of conservation.
3. Strong team leadership, interpersonal skills, networking and stakeholder management skills.
4. Ability to translate theory and policy into practical application .
5. Strong project management skills.
6. Excellent communication and co-ordination skills.

Personal qualities

1. Analytical and professional.
2. Collaborative and team focussed.
3. Approachable.

4. High level of integrity.
5. Well-spoken and energetic
6. Disciplined and resilient

Location

Office

The Director will mostly be working out of the office located in Nature's Valley. He/she will manage, coordinate and work with a team of qualified staff who each have their focus areas, as well as with students and interns who work with the NVT on different projects for different periods of time.

Residence

Ideally the Director should live in the area around Natures Valley. Plettenberg Bay is an option but presents a commute of 40 minutes.

Remuneration

A market related and competitive salary will be offered to the successful candidate. The NVT is an equal opportunity employer.

More information on the Natures Valley Trust can be obtained from our website and from the most recent annual report which is also on the website.

www.naturesvalleytrust.co.za

Please send applications to Chris van Melle Kamp info@photoimagesafrica.com by COB 15 May 2020.