



**SOUTHERN AFRICAN
WILDLIFE COLLEGE**

TRAINING BEYOND BOUNDARIES

VACANCY

Specialised Field Operations Training Manager

Job Purpose

The Southern African Wildlife College is a hands-on conservation training institution, working beyond boundaries to conserve and secure Africa's wildlife and ecosystems in partnership with local communities.

An integral part of the college's training strategy and programmes is the training of field rangers, at all levels, from entry level to experienced and specialised task units. These programmes are managed by the college's Protected Area Integrity Business Unit, a team of people with specialised skills, within which the successful candidate would work.

The SAWC currently has a vacancy for a Specialised Field Training Manager, whose role within the Protected Area Integrity Business Unit would be training Field Rangers for advanced operations inclusive of weapons handling, tactical field operations, extended clandestine patrols, advanced night operations, cooperation with helicopter/ air support service deployments, dog patrols, tracking and follow up operations, protected area security operations planning, risk assessment and field tactical deployments as well as acting as support and providing advice to the Business Unit Head: Protected Area Integrity. Candidate must have knowledge of Conservation and Criminal Law.

The ideal candidate will have advanced field operations capability, including complex shooting skills, experience in managing field operations, and exceptional facilitation skills. We are looking for someone who can facilitate the transfer of knowledge and hone the skills of individuals in planning and undertaking extended clandestine patrols which include interacting with K9 and air wing support units, field information gathering through observation and collaborative relationships, advanced self defence tactics, and helping individuals acquire or improve highly developed perceptive skills in terms of intelligence gathering and interpretation. The successful incumbent should be well versed in safety, risk assessment, using and managing shooting ranges, as well as have a working understanding of helicopters/ air support, tracking, and dog deployments.

This position will suit someone used to working both autonomously and within a small team, who is adaptable, enjoys challenges and has extensive field operations and weapons handling training. The candidate will be required to travel and spend extended periods out of country, to fulfil requirements of this position.

Reporting Line

Business Unit Head: Protected Area Integrity

Key Responsibilities

We are looking for someone who can facilitate the transfer of knowledge and hone the skills of individuals in planning and undertaking extended clandestine patrols which include interacting with K9 and air wing support units, field information gathering through observation and collaborative relationships, advanced self-defence tactics, and helping individuals acquire or improve highly developed interpretative skills in terms of intelligence gathering and interpretation.

The ideal candidate will be required to:

- Support the Head: Protected Integrity Business Unit and the unit's team of trainers and support staff
- Mentor junior trainers, developing and honing their field operations skills
- Provide logistical planning and arrangements for training project activities and events.
- Organise, attend, and participate in stakeholder meetings
- Maintain and monitor project plans, project schedules, and working hours of junior trainers working with them in projects.
- Document and follow up on important actions and decisions from meetings.
- Maintain administrative and certification required documents and records
- Prepare necessary presentation materials for meetings and for all training/ and events.
- Produce learning materials and training manuals for and on behalf of the college for all specialised field operations training, in consultation with the Business Unit Head: Protected Area Integrity, the Registrar, and the Head: Quality Management and Accreditation
- Present, facilitate or support the implementation of training events both in and ex situ, often under challenging conditions
- Ensure training project deliverables and deadlines are met.
- Develop training project strategies and identify training needs the college can address
- Assist with and contribute to proposals and quotes for potential training projects.
- Ensure that training projects adhere to frameworks and all documentation is maintained appropriately
- Assess training project risks and issues and provide solutions where applicable.
- Ensure stakeholder views are managed towards the best solutions.
- Chair and facilitate meetings where appropriate
- Comply with internal management policies and procedures

- Promote the vision of the Southern Africa Wildlife College, including programmes and activities;
- Provide inputs into monthly, quarterly and annual reports for the Unit
- Manage project assets assigned or designated
- Produce training projects reports as required, but always at the conclusion of all training projects, which include discussing challenges encountered and how to manage these in future, as well as other future potential training opportunities

EXPERIENCE AND INTRINSIC QUALITIES:

Minimum 5 years' proven and relevant field operations including (if possible) air support and/or the deployment of K9 training units,

Minimum 5 years proven advanced weapons handling skills and experience

Minimum 2 years facilitation and/or assessment experience in a relevant scope of field

Previous experience in being deployed out of country and working in isolated bush environments

Sound working knowledge and understanding of criminal law and conservation knowledge required

Additional skills and qualities required are:

- Sound English literacy skills
- Subject matter experience and knowledge
- Ability to work in rural settings and in the field
- Must have strong task and deadline orientation
- Exceptional computer literacy in Microsoft programmes especially Excel and Word
- Must be able to liaise with people/ stakeholders from various different demographic backgrounds.
- Must be able to organise well, work under pressure and work with minimal supervision against set outcomes
- Self-motivated, disciplined and determined to work flexibly within the unique nature of the role
- Be effective and communicate efficiently with management when working remotely
- Must be able to demonstrate sound work ethics and adhere to minimum work standards (as defined by the SAWC- employment procedures)
- Ability to work independently and to safeguard assets under their supervision.
- As per the SAWC's recruitment process, the successful candidate will be required to undergo integrity testing prior to employment.

SCHOOL: Matric qualification

TERTIARY: A certificate/ Diploma in Natural Resources Management/Social Sciences or Development studies

A tertiary level of education particularly a degree in an applicable field will be an advantage.

LEGAL REQUIREMENTS: Must provide Police Clearance to show they have no criminal

record. The job requires integrity testing and background checks.

OTHER:

Must be fluent in English and Tshivenda

Fluency in either /Xitsonga/Pedi/siSwati will be an added advantage.

Valid code 8 Driver's License

Licensed Weapons Handling Instructor would be ideal

Assessor registration with SAQA with relevant scope of field

Further Information

It is an operational requirement that all college employees undergo pre-employment integrity testing and submit to random integrity tests.

To apply for the position, attach a detailed CV with a covering letter which explains why you feel you should be appointed to this role, including specific examples from your previous experience. Provide three written references with names, current e-mail addresses and telephone numbers of three relevant referees.

Applicants selected for the interview process will be expected to demonstrate sound, valid evidence of relevant experience. The position needs to be filled as soon as possible.

Please submit your applications to pmaake@sawc.org.za.

Applications close **7 October 2021**

The SAWC seeks to promote diversity among its staff and reserves the right to place candidates in line with their transformation and development policy, especially where this creates a vacancy at a lower level, or benefits communities by providing a casual employment opportunity. Candidates who have not received a response within two weeks of the closing date are kindly requested to assume that their application has not been successful in this instance. The SAWC reserves the right not to fill this position.