

Namibia Association of CBNRM Support Organizations
Job Description

Position: Sustainable Wildlife Utilization
Resource Officer
Grade: TBD
Supervisor: NACSO NRM WG Coordinator
Closing Date: 5 May 2017

1. Major Function

The Sustainable Wildlife Utilization Officer will work with MET and NGO staff to assist conservancies with the development of structured systems that will promote conservancy committees / Community Game Guards to:

- a) Support the optimization and determination of appropriate mix of game offtake;
- b) Support the management of game utilization practices so there is minimal conflict with tourism and other non-consumptive uses of game resources; and
- c) Establish internal management practices that ensure the game resources are utilized in a sustainable, but effective and transparent manner.

2. Major Duties & Responsibilities

- a) Assist conservancies with contracting and tendering process and work towards continuously improving the process
- b) Management of relations between conservancy and hunting operator/among conservancy members and bodies
- c) Manage a team of support staff/interns
- d) Support **information gathering** and maintain a dataset to inform the calculated quota data programme;
- e) Facilitate and support regional stakeholder meetings in preparation for annual regional **quota setting / revision meetings**;
- f) **Support Joint Meetings** between conservancy management and hunting partner / operative;
- g) Support and structure **annual training (and refresher courses)** on relevant game utilization practices with Committee and Community Game Guards.
- h) Develop and maintain an inventory and summary matrix of all communal conservancies with established trophy hunting, “own-use” and/or live game offtake quotas.
- i) Work with conservancies, MET and support organizations to assist in analyzing the various utilization options available and refine conservancy management plans to incorporate: a) the optimal mix of utilization methodologies; b) the zoning of the conservancies for the optimal implementation of the different methodologies; c) the timing of when such methodologies should be employed; d) identifying who should carry-out the selected methodologies; e) how to minimize the impacts and related stresses of the methodologies on game populations; and f) how to mitigate conflicts

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of the utilization methodologies with tourism and other non-consumptive uses of game resources.

- j) Explain the MET legislation regarding game utilization and train committee members / Community Game Guard on the process of determination of sustainable offtake quotas and how and when to submit quota requests to the MET.
- k) Design and implement the overall Monitoring Systems for wildlife utilization. Work with the conservancy committees/Community Game Guards and support organizations to develop / use a self-regulating conservancy permit system (ticket system)) for the harvesting of “own-use game” offtake that: a) limits annual offtake against a prescribe quota; b) defines the time of year “own-use game” should be harvested; c) designates where “own-use game” should be harvested; and d) specifies who the conservancy has designated as its recognized harvesters of “own-use game.”
- l) Assist conservancy committees and support organizations to develop annual reporting format that documents annual game offtakes.
- m) Ensure comprehensive administration and reporting as required
- n) Performs other duties as assigned.

3. Working Relationships

- a) Internal: Interacts with NACSO network as needed
- b) External: Works directly with MET (Whk and regional) and conservancy committees and support organizations

4. Minimum Requirements

- a) Education/Experience: A minimum of a diploma or undergraduate degree in wildlife management, natural resources management is required. At least five years of demonstrated experience in natural resource management with field experience. Familiarity with Namibia’s communal area conservancy program, trophy hunting and live-game sales industries and market conditions very important.
- b) Skills and Abilities
 - ✓ Strong written and verbal communication skills
 - ✓ Ability to work with low-literacy communities and still convey conservation concepts and methodologies
 - ✓ Must have strong initiative and ability to work independently
 - ✓ Willingness and ability to work for extended periods of time in remote and undeveloped areas
 - ✓ Ability to operate a 4x4 vehicle
 - ✓ Valid driver’s license
 - ✓ Having a PH license will be advantageous
 - ✓ Knowledge of hunting Laws and Regulation will be advantageous