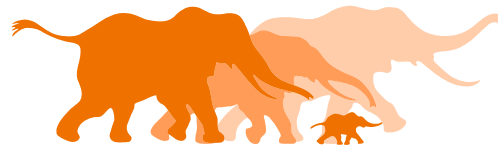


# CONSERVATION LEADERSHIP AND MANAGEMENT PROGRAM

*A 24-month, on-the-job training program  
for qualified master's degree graduates*

**ADVERTISEMENT**

2017-2019



**AFRICAN WILDLIFE**  
FOUNDATION



*“The CMA Programme has given me an opportunity to make great strides in my career that I would be hard-pressed to find elsewhere. I have yet to come across a programme that is as inclusive, educational and openly encouraging as this one. I look forward to the future knowing that this Programme has already shaped it”*

*— Kahembo Odera – Conservation Management Associate 2016*



# CONSERVATION LEADERSHIP & MANAGEMENT PROGRAM

## DEVELOPING THE FUTURE OF AFRICAN CONSERVATION

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◀ Conservation Management Associates, from the class of 2015 in Kenya.

## BACKGROUND AND PURPOSE

For more than 50 years, the African Wildlife Foundation (AWF) has been a key leader in African conservation and sustainable development. AWF has identified large conservation landscapes that are essential to securing the future of Africa's wildlife. Within these priority landscapes, AWF employs an integrated approach to conservation. AWF programs include: species conservation; land protection and management; conservation schools and enterprise; and policy.

Africa is large, and AWF is currently pursuing a significant growth agenda. We are working to extend our impact into additional geographies that are both highly important for biodiversity, and present opportunities for effective conservation. As AWF progresses

on this growth agenda, we need access to qualified program and technical leaders, well-trained in AWF's culture and methodologies, and ready to take on new challenges and new places. AWF's Conservation Leadership & Management Program (CLMP) is one strategy to develop this needed capacity.

CLMP is a unique and intensive two-year program that seeks to develop high-potential future conservation leaders. Successful candidates will gain real-world experience working in AWF's various programs, and emerge ready to serve as serious professionals in African conservation.



▲ AWF has a long history of training and educating African conservation professionals.



▲ Dodo Tshidinda, CMA 2016 associate “We are able to combine theory with practice with AWF's pragmatic approach.”

## CANDIDATE QUALIFICATIONS

Each year, AWF accepts only a small number of trainees (3) into the CLMP so that we can ensure each participant receives adequate coaching and development. As such, the selection process is rigorous. While all are encouraged to apply, ideal candidates will have the following qualifications:

- A master's degree graduate with studies focused on conservation science, MBA, conservation biology, enterprise development, tourism, marketing, China-Africa relations, project management, conservation, program design, communications and other related fields.
- At least three full years of experience working on African conservation issues with a serious and proven dedication to Africa and AWF's mission.
- Superb written and oral skills. Fluency in English is required; fluency in French or Chinese is a great advantage. Familiarity with other languages relevant to work in Africa (e.g., IsiZulu, Kiswahili, Maa, Fon, etc.) is also a major plus.
- Willingness to relocate to Nairobi, Kenya, and proceed to long-term assignments at AWF project sites during the program, sometimes in harsh and remote physical conditions.
- A team player with high energy, willingness to learn, and a drive to succeed, and must be able to work with ease within challenging and culturally diverse environments.

The CLMP provides a unique opportunity for participants to learn from practical experience. Functioning as regular staff members, the associates will work with landscape and technical teams to push forward AWF's conservation strategies.



- ▲ CMA from the 2016 class, Simeneh Admasu Namaga, "The CMLP Programme has provided me with an opportunity to learn more on conservation tourism business development activities on a global level."
- ▼ Class of 2016 CMA Kahembo Odero out in the field experiences ear tagging at AWF's Manyara Ranch project in Tanzania.



## PROGRAM STRUCTURE

The CLMP provides a unique opportunity for participants to learn from practical experience, contributing to AWF's work while building relationships with colleagues and the organization's leadership team. Following is the general schedule that guides the participants' professional development. Note this schedule may change.

### Stage 1

#### ORIENTATION

(3 months)

Participants will report to AWF's headquarters in Nairobi for an in-depth, on-the-job orientation of AWF's programs, methodologies, and tools from current AWF staff. This period includes a series of local field trips to some of AWF's landscapes for a firsthand introduction to the organization's projects and philosophies. Working directly with AWF's staff, participants will engage in short desk assignments intended to produce tangible intellectual output for AWF.

This period will also be used for AWF to get to know the participants more fully, including an understanding of their long-term professional goals. Toward the end of this period, AWF's program leadership team will assess each participant individually and begin charting each of their tracks both during and after the CLMP experience.

### Stage 2

#### TECHNICAL MENTORSHIP AND FIELD WORK

(20 months)

Following the orientation period, participants will be assigned based on their interests, skillset, AWF need and proven capabilities observed during orientation. Participants should expect to cycle through at least one field assignment during their program. Functioning as regular staff members, participants will work with the landscape teams to push forward AWF's conservation strategies. For example, some of the 2016 class of CLMP participants are currently:

- Supporting the development and design of a new Monitoring and Evaluation tool for the organization
- Contributing to AWF's land and habitat Management program
- Supporting AWF's advocacy efforts in the development of AWF's China strategy

In addition to field assignments, AWF uses CLMP participants in its program design team to help



▲ CMA's learn from practical experience in the field.

develop proposals for various public sector donor agencies. Participants will also be called upon, as needed to assist in priority assignments.

## DOCUMENTATION AND CAREER PLANNING

At the conclusion of Stage 2 of the program, associates will reconvene in Nairobi to reflect on their experiences. Associates are expected to produce a report on AWF's operations and challenges, and recommend new ideas/strategies/ best practices for AWF's future work. This report will allow CLMP participants to leave a lasting impact on AWF, and conservation as it is practiced in the context of Africa.

This period is also key in career planning for participants. If participants have not already identified long-term opportunities within AWF, this period will provide time to consult with AWF's human resources and program leadership to plot their course. Having invested two years in each participant, AWF will do its best to find meaningful positions for CMA's but does not guarantee employment. Should an immediate opportunity within AWF not exist, AWF will assist participants by leveraging staff professional networks to help identify outside opportunities.

- ▶ The CLMP allows conservation professionals to help AWF protect Africa's wildlife and wild lands.

“The CLMP program is a unique opportunity in Africa offered by AWF which allows young people who are passionate about nature conservation from different countries with different perceptions of African biodiversity depending on the context of each country. CLMP offers an opportunity for gaining a good understanding of current environmental challenges so that we can advocate for African's wildlife and wild lands to remain forever in a modern Africa through AWF's pragmatic approach.”

—Dodo Tshidinda *Conservation Management*

*Associate 2016*





▲ AWF headquarters: Conservation Management Associates work out of AWF headquarters in Nairobi at the beginning of the program.

## CLMP REMUNERATION & BENEFITS

CLMP is an intensive program that requires a “two year” commitment by participants. In addition to invaluable training and experience, AWF offers the following:

- One round-trip economy class air ticket between participant’s home city and Nairobi;
- Housing or allowance (for long term stay) in Nairobi while stationed at AWF’s HQ;
- Housing (appropriate to station location) while stationed in an AWF landscape or country office;
- Laptop computer for use while participating in CLMP (to remain the property of AWF);
- A stipend; and
- Individual medical coverage and statutory insurances.

## APPLICATION INSTRUCTIONS SELECTION PROCESS

Individuals wishing to be considered for this program must apply by no later than April 15, 2017. A complete application will include:

- CLMP Application Datasheet (found at the end of this brochure);
- Cover letter describing the applicant’s personal link to conservation in Africa, and justification as to why s/he should be selected for the program (not to exceed two pages);
- Curriculum Vitae (not to exceed two pages);
- Summary of applicant’s master’s thesis/project and relevancy to AWF’s programs and mission (not to exceed three pages); and
- A minimum of three professional and/or academic references.

Application materials should be typed and presented in a professional manner.

Applications will only be accepted online only at: [www.awf.org/clmp](http://www.awf.org/clmp). For questions regarding CLMP or clarifications on the application process, please send an email to [jobs@awf.org](mailto:jobs@awf.org). with the subject line title CLMP.

Incomplete applications will not be considered. Only successful applicants will be shortlisted.

April 21, 2017	Application Deadline
April 21 - May 15, 2017	Screening and Interviews
May 16 - May 31, 2017	Selection and Reference Checks
June 15, 2017	Notice to Successful Candidates
August 1, 2017	Program Start Date in Nairobi

“The CMLP Programme has provided me with an opportunity to learn more on conservation tourism and business development activities on a global level. Since, my participation in the program I have been engaged in various tourism and conservation planning projects at AWF. I strongly believe the two year CLMP training is shaping my future career.”

—Simeneh Namaga, CMA Class of 2017



# CONSERVATION LEADERSHIP MANAGEMENT PROGRAM

## Program Application Datasheet

### APPLICANT DATA

Legal Name \_\_\_\_\_  
Last/Family/Sur First/Given Middle Suffix

Preferred Name (if not first name) \_\_\_\_\_  Female  Male

Mailing Address \_\_\_\_\_  
Number & Street / PO Box City/Town Postal Code State/Province Country

Telephone:  Home  Cell (\_\_\_\_\_) \_\_\_\_\_ Email \_\_\_\_\_  
Area/City/Country Code

### DEMOGRAPHICS

Birth Date \_\_\_\_\_ Place of Birth \_\_\_\_\_  
Day/Month/Year City/Town State/Province Country

Country of Citizenship \_\_\_\_\_ Passport Data \_\_\_\_\_  
Exp. Date # Open Pages

Language Proficiency (Select all that Apply):

FS-Fluent Spoken; FW-Fluent Written; BS-Basic Spoken; BW-Basic Written; NS-Native Speaker

Language	FS	FW	BS	BW	NS	Language	FS	FW	BS	BW	NS
_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### POST-SECONDARY EDUCATION

College/University Name \_\_\_\_\_ Degree Earned \_\_\_\_\_

Location \_\_\_\_\_ Dates Attended \_\_\_\_\_  
City, State/Province, Postal Code, Country mm/yyyy-mm/yyyy

Major/Focus \_\_\_\_\_

College/University Name \_\_\_\_\_ Degree Earned \_\_\_\_\_

Location \_\_\_\_\_ Dates Attended \_\_\_\_\_  
City, State/Province, Postal Code, Country mm/yyyy-mm/yyyy

Major/Focus \_\_\_\_\_

College/University Name \_\_\_\_\_ Degree Earned \_\_\_\_\_

Location \_\_\_\_\_ Dates Attended \_\_\_\_\_  
City, State/Province, Postal Code, Country mm/yyyy-mm/yyyy

Major/Focus \_\_\_\_\_

**Attach Additional Sheets as Needed**

**RESEARCH & INTERNSHIPS**

Organization \_\_\_\_\_ Supervisor \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country* *mm/yyyy-mm/yyyy*

Topic/Focus \_\_\_\_\_

Organization \_\_\_\_\_ Supervisor \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country* *mm/yyyy-mm/yyyy*

Topic/Focus \_\_\_\_\_

Organization \_\_\_\_\_ Supervisor \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country* *mm/yyyy-mm/yyyy*

Topic/Focus \_\_\_\_\_

**Attach Additional Sheets as Needed**

**WORK EXPERIENCE**

Organization \_\_\_\_\_ Position \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country* *mm/yyyy-mm/yyyy*

Organization \_\_\_\_\_ Position \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country* *mm/yyyy-mm/yyyy*

Organization \_\_\_\_\_ Position \_\_\_\_\_

Location \_\_\_\_\_ Dates \_\_\_\_\_  
*City, State/Province, Postal Code, Country* *mm/yyyy-mm/yyyy*

**Attach Additional Sheets as Needed**

**HONORS & AWARDS**

Honor Name \_\_\_\_\_ Issuer \_\_\_\_\_ Date Awarded \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Attach Additional Sheets as Needed**



*African Wildlife Foundation's mission is to ensure wildlife  
and wild lands thrive in modern Africa.*



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