

# CONSERVATION MANAGEMENT TRAINING PROGRAM

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

*2015–2017*



AFRICAN WILDLIFE FOUNDATION®





# CONSERVATION MANAGEMENT TRAINING PROGRAM

*DEVELOPING THE FUTURE  
OF AFRICAN CONSERVATION*

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“CMTTP for me is the opportunity to build solid expertise in the field of conservation in Africa through the pragmatic and unique approach of AWF.”

*—Theo Way Nana, CMTTP Class of 2012*

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◀ Conservation management trainees have the opportunity to gain real-world field and community engagement experience.

# BACKGROUND AND PURPOSE

For more than 50 years, the African Wildlife Foundation (AWF) has been a key player in African conservation and sustainable development. AWF has defined 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 including land-use planning, education and capacity building, development of conservation enterprise to improve livelihoods, and wildlife protection.

Africa is large, and AWF is currently pursuing a significant growth agenda. We are working to extend our impact into 25+ additional geographies that are both highly important for biodiversity, and present opportunities for effective conservation. As AWF progresses on this growth agenda, we will need access to a stock of qualified program leaders, well-trained in

AWF's culture and methodologies, and ready to take on new challenges and new places. AWF's Conservation Management Training Program (CMTP) is one strategy to develop this needed capacity.

CMTP is an intensive two-year program that seeks to develop high-potential future conservation leaders from the best master's degree programs worldwide. Successful candidates will

gain real-world experience working in AWF's various programs, and emerge ready to serve as serious professionals in African conservation. The expectation is that CMTP graduates will take on long-term roles within AWF.

**We are working to extend our impact into 25+ additional geographies**



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



▲ George Okwaro, CMTP Class of 2012, was hired into a full-time AWF staff position early, after his first 9-month assignment in Kenya's Mau Forest Complex.

## CANDIDATE QUALIFICATIONS

Each year, AWF accepts only a small number of trainees (3 – 6 maximum) into the CMTP 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:

- Candidate is a recent master's degree graduate (within the last three years of the CMTP start date) with studies focused on conservation science, enterprise development, marketing, China–Africa relations, wildlife law enforcement, project management, conservation program design, and other related fields.
- Candidate must have at least one year of experience working on African conservation issues with a serious and proven dedication to Africa and AWF's mission.
- Candidate will have superb written and oral skills. Fluency in English is required; fluency in French 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.
- Candidate must be willing to relocate to Nairobi, Kenya, and proceed to at least one long-term assignment at an AWF project site during the program.
- Candidate must be a team player with high energy, a willingness to learn, and a drive to succeed, and must be able to work with ease within challenging and culturally diverse environments.

# PROGRAM STRUCTURE

The CMTP provides a unique opportunity for participants to learn from practical experience, contributing to AWF's work while building relationships with assigned mentors from the organization's senior program leadership team. Trainees will be rigorously evaluated throughout the program and, depending on AWF's needs and trainee performance and fit, they may be hired as full-time AWF employees before finishing the two-year program. Following is the general agenda that guides the participants' professional development.

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

- ▼ During orientation, the CMTP Class of 2014 helped record the GPS coordinates of vegetation and animals as part of an ecological assessment of community conservancies in the Samburu landscape in Kenya.



## 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 will include 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 program leaders, participants will also 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 senior program leadership team will assess each participant individually and begin charting each of their tracks both during and after the CMTP experience.

## Stage 2

### TECHNICAL MENTORSHIP AND FIELD WORK

*(20 months)*

Following the orientation period, participants will be assigned based on their interests, skillset, and proven capabilities observed during orientation. Participants should expect to cycle through at least two field assignments 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 2014 class of CMTP participants are currently:

- Developing a conservation curriculum model for AWF's conservation schools program in Zambia;
- Working with different stakeholders in the Kilimanjaro landscape to facilitate the gazettement of a critical wetland in Kenya;
- Contributing to a REDD+ project and collaborating with the national wildlife authority on community conservation initiatives in the Democratic Republic of Congo; and
- Becoming immersed in AWF's operations in a critical wildlife corridor in Tanzania and contributing to strategies for future work in the landscape.



▲ In northern Kenya, an AWF conservation management trainee worked directly with local Maasai to implement land policy activities.

In addition to field assignments, AWF will likely use CMTTP participants within its program design team to help develop winning proposals for various public sector donor agencies. Participants will also be called upon, as needed, by AWF's technical leadership team to assist in short-term priority assignments.

Stage 3

## DOCUMENTATION AND CAREER PLANNING

(1 month)

At the conclusion of Stage 2 of the program, trainees will reconvene in Nairobi to reflect on their experiences. Trainees will work as a team to produce a holistic report on AWF's operations and challenges, and recommend new ideas/strategies/best practices for AWF's future work. This final report will allow CMTTP participants to leave a lasting impact not only on AWF, but on conservation as it is practiced in the context of Africa.

This period will also be 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. However, should an immediate opportunity within AWF not exist, AWF will assist participants by leveraging staff professional networks to help identify outside opportunities. CMTTP graduates will receive special consideration for employment with AWF throughout their careers.

► The CMTTP allows conservation professionals to help AWF protect Africa's wildlife and wild lands. 3

**“The Conservation Management Training Program is likely unparalleled in the conservation sector. Far from a traditional training program, I have found that CMTTP has both breadth and depth—breadth in the sense that I have had the opportunity to learn holistically about operations and engage with staff across the organization, and depth in the sense that I have been provided with opportunities to engage proactively in and meaningfully contribute to activities.”**

*—Sarah Chiles, CMTTP Class of 2013*





▲ Ndovu House: Conservation management trainees work out of AWF headquarters in Nairobi at the beginning and at the end of the program.

## CMTF REMUNERATION AND BENEFITS

CMTF is an intensive program that requires a long-term commitment by participants. In addition to invaluable training and experience, AWF will offer the following:

- One round-trip economy class air ticket between participant’s home city and Nairobi;
- Conveniently located housing in Nairobi for use while stationed at AWF’s HQ;
- Provided housing (appropriate to station location) while stationed in an AWF landscape;
- Laptop computer for use while participating in CMTF (to remain the property of AWF);
- US\$2,000 per month stipend; and
- Individual medical coverage.

## APPLICATION INSTRUCTIONS

Individuals wishing to be considered for this program must apply by no later than **31 March 2015**. A complete application will include:

- CMTF Application Datasheet (found at the end of this booklet);
- 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 well-written and presented in a professional manner.

Applications will be accepted online only at: [www.awf.org/cmtf](http://www.awf.org/cmtf). For questions regarding CMTF or clarifications on the application process, please send an email to Evelyn Wanyonyi, director of human resources and administration, at [ewanyonyi@awf.org](mailto:ewanyonyi@awf.org).

[awf.org/CMTF](http://awf.org/CMTF)

## SELECTION PROCESS

31 March 2015	Application Deadline
01 – 16 April 2015	Application Shortlisting
27 April – 8 May 2015	Candidate Interviews (Telephonic)
22 May 2015	Notice to Successful Candidates
20 July 2015	Program Start Date in Nairobi

**“On the arc of history, I am making a mark in restoring a critical ecosystem whose benefit will be felt by generations, courtesy of CMTF.”**

*– George Okwaro, AWF program officer and CMTF Class of 2012*



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 Area/City/Country Code Email

DEMOGRAPHICS

Birth Date Day/Month/Year Place of Birth 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

Table with columns for Language, FS, FW, BS, BW, NS, and Exp. Date. Includes radio buttons for selection.

POST-SECONDARY EDUCATION

College/University Name Degree Earned

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

Major/Focus

College/University Name Degree Earned

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

Major/Focus

College/University Name Degree Earned

Location City, State/Province, Postal Code, Country Dates Attended 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 \_\_\_\_\_  
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Organization \_\_\_\_\_ Supervisor \_\_\_\_\_

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

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

\_\_\_\_\_

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**Attach Additional Sheets as Needed**



*The African Wildlife Foundation, together with the people  
of Africa, works to ensure the wildlife and wild lands  
of Africa will endure forever.*

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AFRICAN WILDLIFE FOUNDATION®

**African Wildlife Foundation**

Headquarters

Ngong Road Karen

P.O. Box 310, 00502

NAIROBI, KENYA

Tel: +254 71 106 3000

Fax: +254 20 276 5030

Washington DC Office

1400 Sixteenth Street NW

Suite 120

WASHINGTON, DC 20036, USA

Tel: +1 202 939 3333

Toll free: +1 888 494 5354

Fax: +1 202 939 3332

[awf.org/CMTP](http://awf.org/CMTP)

[africanwildlife@awf.org](mailto:africanwildlife@awf.org)