



Noé is hiring
A Head of Conservation
Protected area complex of Binder-Léré (CAPBL)

- **Location** : Yellow, HQ of CAPBL, Chad. Regular internal travail to be expected (including N'Djamena, Pala, Léré, etc.)
- **Contract** : one-year renewable fixed-term contract (CDDU – French Law)
- **Starting date** : May 2025
- **Salary** : based on qualifications and experience
- **Paid leaves** : 21 calendar days every 90 days in the field
- **Insurances covered by Noé** : health insurance, repatriation
- **Benefits** : Round-trip tickets at the beginning and end of mission, and for each leave rotation

CONTEXT

Founded in 2001, Noé is a non-profit organization serving the public interest, with a mission to safeguard biodiversity for the well-being of all living beings, particularly humanity. To achieve this, Noé implements conservation programs in France and internationally, focusing on the protection of endangered species, the management of protected natural areas, the restoration of common biodiversity and natural habitats, the reconnection of people with nature, and the support of economic activities and civil society organizations that promote biodiversity.

For more information : <https://noe.org/>

In July 2021, the Government of Chad, represented by the Ministry of the Environment, Fisheries and Sustainable Development (MEPDD), and Noé signed a 15-year Partnership Agreement for the management of the Protected area complex of Binder-Léré (CAPBL), including Zah-Soo National Park (SZNP) and the Binder-Léré Wildlife Reserve (RFBL). Located in the south-west of the country, on the border with Cameroon, the CAPBL is of key ecological and social importance due to its gradient of Sudano-Sahelian ecosystems, being home to Chad's third largest elephant population as well as other relict wildlife populations, its diverse anthropic pressures and community development issues (transhumance, livestock farming, agriculture, artisanal fishing), and its role in increasing resilience to climate change for neighboring communities.

In order to strengthen its Conservation Department and to implement an effective program of research, ecological monitoring and reconstitution of wildlife populations in the CAPBL, Noé is recruiting a Head of Conservation, whose tasks are defined below.

JOB DESCRIPTION

Reporting to the Director of CAPBL, the Conservation Manager will have the following responsibilities :

1) Strengthen the Conservation department

- Strengthen and develop the Conservation Department to achieve CAPBL's long-term conservation results : recruitment, supervision, capacity building, management of standards and protocols, budgetary and technical monitoring



- Develop and coordinate the implementation of the Conservation Department's annual work plan and associated protocols
- Ensure technical reporting: monthly activity reports, GPS wildlife monitoring data, ad hoc technical reports as required
- Ensure the implementation of methodological and scientific standards guaranteeing the reliability of data collected and their comparison over time
- Implement a monitoring program based on indicators and metrics to report on the impact of conservation
- Support fundraising activities (development of project proposals, concept notes, etc.)

2) Improve knowledge of wildlife and habitats

- Set up an inventory and biomonitoring system of SZNP's wildlife, based on remote sampling using photographic traps.
- Prepare and carry out baseline surveys and aerial, terrestrial and aquatic (hippopotamus, manatee, etc.) inventories of key species
- Introduce efficient and systematic methods of wildlife data collection and set up an ecological database.
- Study, monitor and assess the status of critical habitats, flora and carbon stocks in the CAPBL
- Coordinate the monitoring and analysis of GPS data generated by collars fitted to the CAPBL's fauna.
- Collect and analyze data (meteorological, remote sensing) relevant to identifying the predicted effects of climate change
- Develop research collaborations with national and international partners (researchers, universities, research institutes, etc.)
- Develop and implement action plans for key species (manatee, hippopotamus, elephant, etc.) to enhance the knowledge and conservation of CAPBL's emblematic species

3) Strengthen wildlife populations and biodiversity conservation in SZNP

- Carry out technical and feasibility studies for species translocations and/or reintroductions in the SZNP
- With the support of other CAPBL departments, draft operational concepts (dimensioning, logistics, schedule, costs, etc.) to support the technical planning of translocation operations and their financing
- With the support of other CAPBL departments, organize one or more translocation operations of key SZNP species (hartebeest, tsessebe, giraffe, ostrich, buffalo, etc.)

CANDIDATE PROFILE

Education :

- Master's degree in ecology, biology, conservation science or related field

Experience :

- Proven experience of 3 to 5 years in biodiversity conservation. Experience in protected areas and Chad would be an asset

Skills and qualities :

- Excellent command of the French language, good command of English would be an asset

- Strong technical skills in data collection tools, statistical analysis and wildlife inventory methodologies
- Teamwork, interpersonal skills, rigor and perseverance. Strong ability to adapt and work independently are essential
- Proven knowledge of Sudano-Saharan ecosystems, its wildlife and key ecosystems would be an asset
- Willingness and ability to live in a remote and harsh environment, and to work as part of a multidisciplinary and multicultural team



HOW TO APPLY

Please send your **cover letter and CV** by email, along with **two professional references**, indicating "Responsible Conservation Tchad " in the subject line,

By no later than : **02/05/2025**

To the following address : recrutement@noe.org

Noé reserves the right to close the recruitment process before the application deadline.

Noé places great importance on the protection of personal data for its members and candidates. The information collected during the application process is strictly shared with those involved in recruitment, regardless of their location within Noé, ensuring fair and high-quality processing.