



WESTERN CAPE FIELD OFFICER VACANCY (THREATENED ENDEMIC SPECIES UNIT (TES))

Purpose of the position:

The Endangered Wildlife Trust (EWT) is one of the largest biodiversity conservation NPOs in southern Africa. The purpose of this position is to support the implementation of conservation projects within the Threatened Endemic Species Unit (TES) portfolio in the Western Cape. This includes delivering field-based research, species monitoring, habitat assessments, and stakeholder engagement activities, with a primary focus on the Kasner's Dwarf Burrowing Skink (*Scelotes kasneri*) conservation project. The incumbent will also assist with coordinating the development of a Biodiversity Management Plan (BMP) for the Western Leopard Toad (*Sclerophrys pantherina*) and support other amphibian-related conservation initiatives as required. The position requires strong field skills, experience working in diverse ecological settings, and the ability to engage effectively with landowners, communities, and partner institutions to advance species and habitat conservation.

Main Responsibilities and Tasks:

Strategy & Planning

- Assist in planning and prioritizing survey and monitoring activities for *Scelotes kasneri*.
- Assist in coordinating the Biodiversity Plan for *Sclerophrys pantherina*.
- Support the development of innovative approaches for fossorial reptile and amphibian species.
- Assist in identifying opportunities for protected area expansion and biodiversity stewardship.
- Contribute to strategic planning within the TES Unit for Western Cape-based species
- Support the implementation of habitat rehabilitation initiatives.

Field Work/Support Service duties

- Conduct targeted field surveys across priority sites for *Scelotes kasneri*.
- Implement eDNA sampling and other survey methodologies to detect fossorial reptile species.
- Assess habitat condition, threats, and ecological integrity at key sites for *Scelotes kasneri*.
- Collect and manage spatial data, field observations, and species records to refine distribution models and conservation recommendations.
- Assist with other field work in the Western Cape as relevant.
- Support emergency or ad hoc conservation interventions during breeding seasons or periods of heightened threat.

Liaison and Networking

- Engage landowners, community members, conservation partners, and local authorities.
- Promote stewardship and support for priority species.
- Assist with building and maintaining collaborative relationships with CapeNature, SANBI, municipalities, and local conservation forums.
- Participate in awareness raising and community outreach activities.
- Represent the EWT at relevant meetings, workshops, and local conservation platforms.

Fundraising & Communication

- Prepare sections of donor reports, including narrative and data summaries, for the Project and Unit Manager.
- Adhere to project budgets.
- Support EWT's communications team by contributing information, images, and stories/talks for media, fundraising, and outreach programs/initiatives.

Research

- Assist with compiling occurrence records, spatial data layers, and model inputs for species distribution modelling (SDM).
- Contribute to threat analysis, climate and land-use change mapping, and identification of conservation priority areas.
- Support the development of monitoring protocols for fossorial reptiles and amphibians.
- Keep abreast of new scientific and legislative developments relevant to species conservation in the Western Cape.

Administration

- Ensure timely completion of monthly reports, fieldwork summaries, and other required project documentation.
- Maintain accurate datasets, GPS records, photographs, and monitor logs.
- Maintain a high standard of administrative duties (expense claims forms, invoices, etc.).
- Care for and maintain all project assets and equipment for which s/he is responsible, including project vehicles if relevant, in accordance with the EWT policies.

Qualifications, competencies and interpersonal skills

- The minimum qualifications, competence and skills for this position will include:
- Minimum of an Honours degree in a biological field (e.g., ecology, conservation)
- Excellent interpersonal skills.
- Proficiency in all Microsoft Office programs is essential
- Experience with GIS
- Experience with R programming software preferable
- Excellent report-writing skills
- Excellent communication skills in English and, preferably, Afrikaans

The desired candidate should:

- Be an exceptionally organized and competent person with a passion for conservation
- Have a desire to learn and grow as an individual
- Have good interpersonal skills and an approachable manner
- Be adaptable and flexible application of skills in the working environment
- Can work both as a team member and independently
- Have a high degree of self-motivation and pro-activity.
- Have experience conducting fieldwork, preferably with reptiles and/or amphibians.
- Have experience with, or knowledge of, the Biodiversity Stewardship process
- Knowledge of the herpetofauna of South Africa.

The following experience would be advantageous:

- Experience in conducting field research on herpetofauna, particularly fossorial reptiles.
- Experience in data collection and survey design
- Experience with Biodiversity Stewardship.

Level of decision-making, including limitations:

The incumbent operates within company policy, subject to support by a dedicated line manager. Consequences of failure will impact internally and externally. Implement strategy within the program under the guidance of the Chief Conservation Officer. Jobs in this grade are characterized by responsibility for a **relatively complex body of either program/project work or significant operational areas where the organization relies on the judgment of the incumbent.** The work is **subject to supervision**, but the incumbent **may supervise others** in the same area of work. Incumbents in this grade contribute to the organization's strategic understanding of their area of expertise. Consequences of failure will impact internally and, on the organization's, external credibility. Reports to line manager (D or E band), produce results against agreed targets. Initiates change to improve program / project processes. Responsible for who, how and support by availing resources for organizational effectiveness.

Why work for us?

By working for one of the most effective conservations, NPOs in the region, working for the EWT offers the opportunity for growth, personal satisfaction, and fulfillment. We are a highly congenial organization focusing on staff empowerment, individual development, and building strong relationships. This position is based in the Western Cape. In line with EWT policies, we offer flexible working hours and arrangements, competitive salary and benefits (in line with our sector), and a chance to be part of a strong team of committed conservationists.

Applicants are requested to submit a CV and a detailed cover letter motivation as to how and why they would be the best possible candidate for this position. Only shortlisted candidates will be contacted within 20 days of the closing date. The EWT reserves the right not to make an appointment. All applications will be treated in the strictest confidence. **Closing date 16 January 2026.** Please use the link to apply: [Application link](#).