



WESTERN CAPE PROJECT MANAGER VACANCY

Threatened Endemic Species Unit (TES)

PURPOSE OF THE POSITION:

This position will lead the implementation of threatened amphibian conservation projects within the Western Cape, with a specific focus on improving the conservation status of priority threatened amphibian species through targeted surveys, ecological monitoring, habitat management and formal habitat protection

The incumbent will be responsible for identifying, assessing and securing key amphibian habitats through Biodiversity Stewardship, Conservation Servitudes and other area-based conservation mechanisms. This includes working closely with landowners, conservation authorities, strategic partners and local stakeholders to support the long-term protection and management of priority sites

The position will oversee all aspects of project implementation including planning, stakeholder engagement, biodiversity assessments, stewardship facilitation, monitoring and evaluation, reporting, fundraising support and project administration. The role will contribute directly to the implementation of South Africa's Amphibian Recovery priorities and the expansion of the protected area network within the Western Cape.

Responsibilities and tasks:

Strategy & Planning

- Lead the implementation of amphibian conservation and habitat protection projects within the Western Cape.
- Together with the Unit manager, identify strategic opportunities for species recovery, habitat protection and protected area expansion.
- Contribute to the development of new projects, funding proposals and conservation partnerships and landscape and unit targets, and oversee the development of measurable goals and indicators as part of a monitoring framework.

Conservation and Stewardship Implementation

- Coordinate surveys, monitoring and ecological assessments for priority amphibian species and habitats.
- Facilitate Biodiversity Stewardship, Conservation Servitude and other habitat protection processes on priority sites.
- Support the development and implementation of management plans, restoration interventions and post-proclamation support activities.
- Identify and address threats affecting focal species and key habitats.

Stakeholder Engagement and Partnerships

- Build and maintain strong working relationships with landowners, conservation authorities, researchers, NGOs and other stakeholders.
- Represent the EWT at relevant meetings, workshops and conservation forums.
- Strengthen collaborative partnerships that contribute to amphibian conservation and protected area expansion objectives.

Research, Monitoring and Knowledge Management

- Maintain high-quality biodiversity monitoring and spatial datasets for priority species and sites.
- Contribute to scientific publications, technical reports and conservation assessments.
- Support research initiatives that improve understanding of threatened amphibians and inform conservation action.

Fundraising, Reporting and Communication

- Contribute to fundraising efforts through the development of proposals, concept notes and donor reports.
- Ensure timely delivery of project reports, monitoring outputs and contractual obligations.
- Support communication and awareness activities that promote amphibian conservation and project outcomes.

Administration and Governance

- Manage project budgets and resources in accordance with EWT policies and procedures.
- Maintain project records, equipment and administrative systems.
- Adhere to EWT policies, safeguarding requirements and the EWT Code of Ethics.

Qualifications, competencies and interpersonal skills

The minimum qualifications, competence and skills for this position will include:

- Minimum of a Masters degree in Herpetology, Conservation Biology, Zoology, Ecology or a closely related field.
- Demonstrable experience in amphibian identification, survey techniques and monitoring methodologies.
- An understanding of the Biodiversity Stewardship process (with experience preferential).
- Experience managing conservation projects, including planning, budgeting, reporting and donor compliance.
- Experience engaging with private landowners, conservation authorities and other stakeholders.
- Proficiency in all Microsoft Office programmes is essential.
- Experience with GIS and R programming software.
- Excellent report-writing skills.
- Excellent communication skills in English and, preferably, Afrikaans.

The desired candidate should:

- Be an exceptionally organised 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.
- Have a high degree of self-motivation and pro-activity.
- Knowledge of the herpetofauna of South Africa.

The following experience would be advantageous:

- PhD in Herpetology, Conservation Biology, Biodiversity Conservation, Zoology, Ecology or a related discipline.
- Additional training or certification in biodiversity stewardship, protected area management, and conservation planning.

Level of decision-making, including limitations:

This position falls under the **D-Lower** band in the EWT chosen grading system. Implements strategy under the guidance of the Unit Manager. Develop Unit work plan in line with the EWT Strategy. May manage functional staff, may avail work plan to subordinates. Manages and develops budgets, influences divisional and organizational strategy subject to Unit only. Contemplates scenarios for the future under the guidance of manager. Integrates with current practices. Manages role holistically based on agreed timelines. Have highly developed and independent capabilities in their field. Operates independently with moderate supervision. Builds networks and partnerships with different stakeholders within their field with guidance of manager may provide leadership to staff. Manage and raises funds for the project. Consequences of failure will impact on the EWT's external credibility.

Why work for us?

By working for one of the most effective conservation, NGOs in the region, working for the EWT offers the opportunity for growth, personal satisfaction, and fulfilment. We are a highly congenial organisation focusing on staff empowerment, individual development, and building strong relationships. This position is based at the EWT head office in Midrand, Johannesburg. 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 for applications 14 July 2026.** To apply please e-mail your CV and a detailed motivation letter to [Application link](#). Applicants who will not have heard from the Endangered Wildlife Trust **by 30 July 2026**, should consider their application unsuccessful.