

Senior Conservation Biologist

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| **Job grade** | **International** | **Reports to** | **Christian L. Montilijao** |
| **Directorate** | **Conservation and Policy** | **Function** |  |
| **Contract** | **Fixed term contract** | **Location** | **Iloilo City, Philippines** |

# Responsibility for resources

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| **Direct line reports** | **NA** | **Responsibility for other resources** | **NA** |
| **Financial**  **resources** | **NA** |

**Our vision and mission**

The Zoological Society of London (ZSL) is an international conservation charity, driven by science, working to restore wildlife in the UK and around the world. Our vision is a world where wildlife thrives and every role, every person in every corner of ZSL has one thing in common – we are all conservationists, and passionate about restoring wildlife.

In 2010, the ZSL-Philippines Country Office was established as a duly accredited NGO registered under the Securities and Exchange Commission (SEC) as a local branch of a foreign charitable institution registered in UK and holds its primary office in Iloilo City. Over the past 15 years ZSL-Philippines has gained ground in mangrove conservation ranging from in-situ rehabilitation projects, development of science-based planting protocols, reversion of abandoned, unproductive, and underutilized (AUU) fishponds, capacity building of local and national mangrove practitioners, and national policy advocacy on mangrove reversion and restoration of coastal greenbelts. Since 2013 ZSL-Philippines bolstered its work on seahorse conservation and locally managed marine protected areas (MPAs) in the Philippines especially in Danajon Bank, Bohol. MPA work expanded to other parts of the Visayas, and most recently in Siargao islands and Masinloc, Zambales. ZSL-Philippines implements freshwater conservation in northern Luzon particularly protecting the endangered Philippine eels from overexploitation. From 2018, ZSL-Philippines played an active role in the conservation of Palawan pangolins and its habitats, alongst side improvement of communities protecting them. The conservation of the endangered Mindoro tamaraw adds to its programme portfolio in 2023. To date, ZSL-Philippines has 36 staff based in its home and field offices and hubs: Iloilo, Puerto Princesa, Tuguegarao, Siargao, and Masinloc with an annual budget of £200,000 per annum and supported with robust financial, human resources, and health and safety management systems.

# Project Description

The United States Agency for International Development’s Sustainable Interventions for Biodiversity,

Oceans and Landscapes (USAID SIBOL) Activity is a five-year natural resources management and

biodiversity conservation project working with the Department of Environment and Natural Resources, Bureau of Fisheries and Aquatic Resources, and the Palawan Council for Sustainable Development. RTI International leads the consortium composed of Center for Conservation Innovations PH Inc.; Forest Foundation Philippines; Resources, Environment, and Economics Center for Studies Inc.; and the Zoological Society of London.

Two of SIBOL’s project sites, namely, SIPLAS and MOBPLS, with combined area of 280,502 hectares covers a significant base that support the livelihood of its fishing population. SIPLAS is characterized by a unique combination of terrestrial, wetland, and marine ecosystems. It covers a total area of 278,914 hectares. The two main islands (Siargao Island and Bucas Grande Island) and the islets around them have a total land area of 62,796 hectares. The remaining 216,118 hectares which comprise 76% of SIPLAS are marine areas with 14 MPAs being supported by SIBOL. On the other hand, MOBPLS is located in the western portion of Masinloc. The 7,558 hectares protected area which is a combination of landscape and seascape, covers the municipalities of Masinloc and Palauig in Zambales. There are four (4) locally-managed MPAs by Masinloc LGU in MOBPLS.

A component of the project is the Blue Recovery Framework which involves initiatives geared towards strengthening of locally managed MPA networks in SIPLAS and MOBPLS. SIBOL will be working with local community champions, POs, LGUs, DENR-PAMO and BFAR in the development and adoption of MPA management plans. SIBOL will also assist in the demarcation of MPA zones and in capacitating the identified MPA management council members on managing their MPAs. The MPA monitoring teams (which include LGU technical staff, DENR-PAMO and academe) formed in year 3 will be mobilized to establish fixed monitoring sites and in the conduct of the MPA biophysical monitoring surveys and of the MPA Management Effectiveness Assessment Tool (MEAT) workshops. In coordination with government and consortium partners, these activities are conducted by a pool of community organizers, technical staff and marine biologists of ZSL-Philippines in which the job holder will be working with.

# Purpose of the Role

The successful applicant will be based in ZSL-Philippines country office in Iloilo City with corresponding fieldwork and travel to project sites providing support to the marine technical team. He/she will work directly with SIBOL Project’s Project Technical Lead, who will provide guidance and instructions on daily tasks, data and information to be collected and reports to be generated.

# Key responsibilities

1. Supports the preparation of comprehensive annual and quarterly reports, work plans and budget consistent with approved SIBOL Project’s Strategic Actions;
2. Works with ZSL Philippines SIBOL Project’s Project Manager and Project Technical Lead in the preparation of the Marine Team and individual monthly work targets, ensuring cost-efficient and cost-effective utilization of project resources;
3. Ensures reporting of monthly accomplishments and fieldwork costs in accordance with existing policies and guidelines;
4. Reviews accomplishments and activity reports to systematically draw out lessons learned, identify issues, concerns, and mitigating measures to improve team and individual performance levels;
5. Ensures compliance to existing health, SCUBA diving and water safety protocols of ZSL Philippines;
6. Represents the ZSL Philippines’ SIBOL Project’s Marine Team in periodic project management team meetings and events;
7. Assists the ZSL Philippines SIBOL Project’s Project Manager in the preparation of periodic progress reports to RTI and ZSL’s senior management;
8. Ensures the use of ZSL Philippines SIBOL Projects’ database as platform for project documentation, proper management & storage of datasets and information, timely completion of project reports and in accordance with ZSL’s and RTI’s guidelines;
9. Plans and implements biophysical assessment and monitoring surveys in support to the Protected Area Management Board and the Protected Area Management Office;
10. Spearheads GIS work of SIPLAS and MOBPLS locally managed MMPAs through spatial planning and generation of relevant vector data, technical descriptions and map layouts;
11. Co-lead gathering data, analysis and preparation of habitat assessment and monitoring reports, ensuring results are accessible to the team, for the enhancement and/or updating of the protected areas’ general management plans;
12. Provides technical support and relevant data to inform formulation and periodic assessments and updating of protected areas’ general management plans;
13. Provides technical inputs on the identification, development and implementation of marine ecosystem-related biodiversity friendly enterprises (BDFEs);
14. Provides support in the preparation and implementation of Blue Carbon work within the project and across ZSL Philippines;
15. Spearheads establishment, management and monitoring of project-assisted MPAs in SIPLAS and MOBPLS;
16. Facilitate MEAT/METT workshops to evaluate performance and effectiveness of PAs and MPAs;
17. Facilitate and conduct training of relevant ZSL and partner staff, and community members in data collection, processing, and monitoring and evaluation;
18. Conduct consultation meetings, IECs in SIBOL key sites pertaining to MPA establishment and strengthening;
19. Assists in presentation and lobbying of MPA Management Plan for adoption and institutionalization of LGUs and PAMB;
20. Supports formation of MPA management body and Composite PA monitoring Team;
21. Assists in strengthening capacities of MPAMB, and monitoring team;
22. Spearhead in planning of work schedules, organization and recording of expenses and oversight of travel logistics and safekeeping of project assets;
23. Prepares monthly and annual activity plans and related reports;
24. Liaises with communities, POs, LGUs, government agencies, academe, private and NGO project partners;
25. Leads the inventory, maintenance and safekeeping of scuba gears and other field equipment; and
26. Establish and maintain good working relationships with partners.

# Person Specification

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| Experience | |  |
| Essential | * A university degree holder in Biology, Marine Biology/Science, Zoology, Fisheries, Conservation or Natural Resource management; * Extensive experience in planning, implementing, analysis, reporting, and communicating results of biophysical and fisheries assessments and monitoring work; * Strong track record in multi-stakeholder collaborations along the areas of MPA science/work; * Demonstrated capacity in technical report-writing; | |
| Desirable | * Preferably, with previous experience in non-government organizations (NGO) settings and natural resource conservation and management programs; | |

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| Knowledge and skills | |
| Essential | * Good grasp of relevant conservation, development, and policy environment in the Philippines that impact marine ecosystems; * Strong organisational, interpersonal and presentation skills; * Proven ability to work effectively with team members and senior management levels; * Confidence in undertaking collaborative works with key project partners, including local governments, NGOs, POs and other civil society organizations, line agencies, research institutions, etc; * Excellent communication skills in written and spoken English; * Must be highly computer literate and proficient in MS Office packages, GIS and other pertinent software; * With PADI Open Water SCUBA diver or any other equivalent certification or higher; |
| Desirable | * Able to demonstrate high accuracy and attention to detail with reference to written communications; * An ability to manage competing priorities effectively; * Knowledge in statistical analysis and programming; |
| Additional requirements | |
| Essential | * This post is a blended role of office and working in the field; * This post will require extensive remote working with direct exposure to the weather and rough environment; * Strong commitment to creating a culture that observes ZSL values and commitment to safeguarding equality and diversity (collaborative, inspiring, inclusive, innovative, impactful and ethical) * Comply with and promote Health and Safety policies and procedures |

**Acknowledgement**

I have read and understood the Job Description, and I hereby acknowledge the conditions and responsibilities for the job as stipulated in this Job Description.

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| Job Holder’s Signature over Printed Name |  | Date signed |

*Kindly affix your signature and date signed on each page of the Job Description.*