Akagera Management Company
P.O. Box 1448
Kigali
Rwanda
www.akagera.org

26th October 2026

AKAGERA NATIONAL PARK VACANCY ANNOUNCEMENT

CONSERVATION & RESEARCH MANAGER

Akagera Management Company Ltd (AMC Ltd) was created from the agreement between African Parks and the Rwanda Development Board to manage Akagera National Park. AMC Ltd is seeking to recruit an experienced candidate for the position of Conservation & Research Manager to oversee the Conservation & Research Department of Akagera National Park, guide ecological monitoring and conservation efforts in the park, and engage with and support research projects, both internal and external. The candidate must be technically skilled, with a strong ecological background, experience working in protected areas and/or conducting high-level research and have strong problem-solving and critical-thinking abilities. Female candidates are strongly encouraged to apply for this position.

TITLE: Conservation & Research Manager

REPORTING TO: Park Manager

ABOUT THE ROLE: Akagera National Park seeks to continue advancing the park's conservation success through strong management, research, and data-driven interventions. In-line with this vision, Akagera National Park seeks to hire an experienced Conservation & Research Manager to facilitate and manage conservation research, data collection, and ecological monitoring. The Manager will also support special projects, conservation initiatives, and contribute to wildlife management decisions. They will be responsible for increasing the ecological and scientific understanding of the Akagera ecosystem, and forging research collaborations with external researchers and educational institutions. Within the park, the Manager will support other departments through data sharing and collaboration. The candidate must be organized and responsible, documenting and filing all initiatives including progress and annual reports on projects, and wildlife/ecological management plans. Big-picture planning and critical thinking will be important skills to support the development and implementation of ANP's Long-Term Sustainability Strategies and associated planning spreadsheets, research frameworks, and monitoring programs. Please see the following pages for a detailed description of positions, areas of responsibility and key targets, and required qualifications.

HOW TO APPLY: Please submit a cover letter highlighting how you fit the qualifications for this role, and a CV with names and contact information of at least two references. In your cover letter, please include your relevant achievements and a summary of your management and research experiences. Also send other supporting documents that you think would strengthen your application.

Send your application as a single PDF document, with the subject line "Conservation & Research Manager at Akagera" to Akagera National Park at: amc.recruit@africanparks.org.

Akagera Management Company Ltd – TIN 102012438

Directors: Mr. T. Nsanganira, Ms D. Uwase, Mr. R. Bayigamba, Mr. O. Nsengimana, Mr. I. Craig, Ms. J. Sebageni, Mr J. Gruner.

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Please reach out to pacifiqueg@africanparks.org should you have any questions or queries.

> **NB:** Applicants who do not meet the criteria will not be considered. Only candidates with the required qualifications and relevant experience will be shortlisted. If you do not hear from us within one week after submission deadline, please know that you have not been shortlisted.

Shortlisted applicants will be contacted to complete a competency exam and interview as part of the recruitment process.

APPLICATION DEADLINE: Applications must be sent to the email above by 13th November 2026.

DONE AT Akagera National Park on 30th October 2026.

Ndahiriwe Ladislas
Park Manager & CEO- AMC Ltd
Akagera National Park
Email : ladisn@africanparks.org

Directors: Mr. T. Nsanganira, Ms D. Uwase, Mr. R. Bayigamba, Mr. O. Nsengimana, Mr. I. Craig, Ms. J. Sebageni, Mr J. Gruner.

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Position title	Conservation and Research Manager	**Supervises:** 1. Conservation and Research Department 2. Rhino Trackers 3. Interns and external researchers based in the Conservation & Research Department
Location	Akagera National Park (ANP), Eastern Province, Rwanda	
Reports to	Park Manager, ANP Regional Conservation Manager, AP	
Starting date	As soon as possible	

Position description
Facilitate and manage conservation research, data collection, and ecological monitoring. Support special projects, conservation initiatives, and contribute to wildlife management decisions. Increase the ecological and scientific understanding of the Akagera ecosystem, and forge research collaborations with external researchers and educational institutions. Support other departments through data sharing and collaboration. Document and file all initiatives including progress and annual reports on projects, and wildlife/ecological management plans. Support the development and implementation of ANP's Long-Term Sustainability Strategies and associated planning spreadsheets, research frameworks, and monitoring programs. A core tenant of this role is developing the skills and independence of the Conservation & Research team.

Key relationships
1. Park Manager
2. Regional Conservation Manager
3. All ANP Heads of Departments
4. Rhino & Lion Monitoring Units
5. ConTech Team
6. Interns and external researchers based in the Conservation & Research Department.
7. Education and research institutions, both national and international

Major areas of responsibility and key targets

Responsibilities	*Key measures and targets*
Plan, design, and carry-out data collection to answer key ecological questions in and around ANP.	100% implementation of plans, continual updating of data sets, reporting on important findings, and updating key documents such as management plans.
Collate data received from various data collection efforts, other departments, and external sources to make more efficient how data is used to inform management decisions.	Generate maps and reports to summarize data collection and make this information readily available for all departments to use. Incorporate data from various departments and external sources to form a complete picture of the ecological network of ANP and the surrounding communities. Update key research questions annually.
Ensure all reports are submitted on-time and correctly. Compile and summarize/analyse data.	Submit regular reports (weekly, monthly, mid-year, and annual, as appropriate) on data collection efforts and key findings. Submit larger reports to summarize long-running projects as results become available.
Improve on processes of data collection, compilation, and generation of outputs to serve management decisions.	Make recommendations to improve the efficiency of data collection and reporting. Support other departments in designing data collection protocols and programs as needed.
Instill professionalism in the Conservation & Research Department team and any staff that is worked with. Always meet deadlines, uphold commitments, and support other staff members whenever possible.	Ensure safety measures are adhered to (zero mishaps) and report immediately of any disciplinary or safety issues. Exude professionalism and meet deadlines for data collection, analysis, and reporting. Ensure strong organization and communication.
Participate in activities that promote understanding of ecology and instill pride in conservation in the communities through sharing of findings and contributing to educational programs.	Share findings with the Community Liaison Manager/Officers for dissemination in the communities to broaden ecological understanding and gain support for ANP. Participate in education

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	programs as is appropriate.
Monitoring of key species and protection of wildlife.	Document any new species or anomalies, and continue monitoring key species as defined (black rhino, lion, elephant, giraffe, etc). Increase in wildlife numbers, zero key species lost to poaching, supporting law enforcement activities through sharing relevant data and information with the Law Enforcement Department. Update key research questions regarding key species annually.
Update and implement the array of management plans.	Lion, predators, rhinos, elephant, giraffe, and fire management plans updated and used. Not limited to.
Support the development, updating, and implementation of ANP's Long-Term Sustainability Strategies and associated planning spreadsheets, research frameworks, and monitoring programs.	All documents are updated and used for guiding management decision-making, research priorities, and conservation planning in ANP.
Support student interns and external researchers in ANP. Build relationships with external educational and research institutions.	Engage with students, interns, and researchers to build capacity for the next generation of Rwandan conservationists and scientists. Form partnerships with educational and research institutions to collaborate on building capacity and addressing knowledge gaps in ANP.
Contribute to annual budget development for conservation and research activities, and management of budget.	Active participation in budget discussions, justifying budget lines, and ensuring all activities are captured. Keep meticulous records of spending and update burn rate tracker regularly to ensure spending and activities aligns with budget.
Supervise the Rhino Tracking team and ensure daily monitoring of the rhino population.	Daily rhino monitoring carried out, with all sightings recorded in EarthRanger. Every individual rhino located at the frequency set in the Rhino Management Plan. Sightings consolidated monthly, and the rhino population datasheet updated as needed. Monthly, mid-year, and annual rhino reports submitted on time. Tracker attendance, performance, equipment, and training managed.
Plan and coordinate veterinary-led wildlife operations, including darting, collaring, contraception, and ear-notching.	Two veterinary operations per year (February and October/November). Operations completed safely, with no avoidable incidents to people or animals. Rhino and lion datasets updated after every operation.
Share EarthRanger administration with the ConTech team and maintain the department's data systems.	EarthRanger configuration (event types, subjects, and collar and tag integrations) kept accurate and aligned with field protocols, in coordination with ConTech. Survey123 forms and departmental datasets (research hub, collars and tags, fire, and monitoring datasets) kept up to date. Field staff trained in correct data capture.
Develop the skills and independence of the Conservation & Research team.	Every team member has an individual development plan, reviewed at the June and November performance reviews. Team members progressively take on leadership of routine activities, data management, and reporting. Team members involved in veterinary operations, aerial and ground surveys, and data analysis as part of their development.
Security of all company assets	Zero theft.
Visually illustrate work carried out	Present your office and space with an up-to-date and appropriate snapshot of conservation.

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	Support rangers with illustrative descriptions of key species ID's, exotics, and other ecosystem components to improve data collection. Conduct behind-the-scenes tours for students and guests.

What success looks like in 3 years' time

1. Data develops species lists and informs population estimates for species found in ANP.
2. Key ecological questions are answered regarding, but not limited to, carrying capacity, predator-prey relationships, and ecological health that will inform management decisions and actions.
3. Answer scientific questions more deeply that have the potential to inform management decisions and actions at a complex level. Disseminate findings appropriately to educate and inform communities, other conservationists, and managers.
4. Update and implement management plans for key species and programs in and around ANP (lion, predators, rhinos, elephant, giraffe, fire management, human-wildlife conflict, and others).
5. Create and support multiple student internships to build capacity for future Rwandan conservationists and scientists.
6. ANP's Long-Term Sustainability Strategies and associated planning spreadsheets, research frameworks, and monitoring programs are all active, updated, and referred to when making management decisions.
7. Support the Law Enforcement Department through sharing relevant data and information to increase LE efficiency and protection of ANP and ensure minimal losses to poaching and zero losses of key species.
8. Continue to improve and develop research capacities and facilities at ANP to broaden the scope of data collection and ecological understanding of the Park.
9. Incorporate more conservation technologies to help improve data collection and ecological understanding. Build capacity for Rwandan conservationists to use and implement these.
10. Engage with communities through data sharing and educational programs to grow ecological understanding and foster pride in ANP.
11. Minimum accidents
12. The department's research support staff each independently lead their assigned surveys, data management, and reporting, and one research support staff member is capacitated to take over as Conservation & Research Manager within three to five years, depending on progress.
13. Rhino tracking is fully integrated into the Conservation & Research Department, with complete and consistent monitoring records for every individual rhino.

Qualifications (Education, Experience, Skills, Knowledge and Abilities)

Required

- Minimum of Master's Degree in ecology, park management, wildlife conservation, or equivalent.
- Minimum of 5 years of relevant experience in ecology, conservation, wildlife management, or related research, including at least 2 years supervising field or technical staff.
- Experience of work in multiple protected areas or National Parks.
- Fluent in English and/or French/Kinyarwanda.
- Demonstrated ability to work under pressure and be flexible.
- Demonstrated ability to work in difficult conditions, including remote wilderness areas.
- Demonstrated computer literacy, including Microsoft word, power point, Excel, and computer-based statistical packages and ArcGIS, with outputs to evidence competency.
- Demonstrated experience with using and maintaining camera traps, VHF telemetry, handheld GPS units, and other related conservation technologies, including EarthRanger, Survey123, etc.
- Demonstrated experience planning and coordinating veterinary-led wildlife operations (darting, collaring, implanting, ear-notching, and translocation), including logistics, equipment, and field team safety.
- Experience in rhino monitoring, including individual identification and maintaining population datasets.
- Experience planning and delivering aerial wildlife surveys, and ground-based survey methods such as spatially explicit capture-recapture (SECR).
- Demonstrated experience designing camera trap surveys and analyzing the resulting data.

- Experience administering EarthRanger or a comparable conservation data platform (configuration, user management, and data integrations).
- Experience with designing and managing large, complex budgets.
- Outstanding and demonstrated leadership skills, and ability to form solid working relationships.
- Demonstrated experience supervising, mentoring, and developing field and technical staff, including running performance reviews.
- Clean record of conduct (no convictions).
- Physically fit and able to be in field for extended periods (to undergo fitness and medical annually).
- Ability to swim.
- Driver's license and experience driving on dirt roads or off-road.

Desired

- Experience with wildlife health topics and experience working on veterinary interventions.
- Between 20 and 50 years of age.

2027 Activities

2027 will be a demanding year. The successful candidate is expected to support or lead the following from their first weeks in the position:

- Aerial Survey: Akagera's biennial aerial survey will be completed in August/September. The conservation manager will plan and deliver the survey, with preparations starting in January.
- Giraffe Survey: a ground-based giraffe survey (SECR), supported by the Giraffe Conservation Foundation, will take place in June/July.
- Veterinary Operations: interventions for rhinos, elephants, roan, and lions in February and October/November, including darting, collaring, and contraception.
- Rhino and Lion Monitoring: support daily rhino monitoring by the Rhino Tracking team with monthly consolidation of sightings, and moving lion monitoring from ad hoc to a regular schedule.
- Monthly monitoring program: water quality, dung beetles, birds, and elephant fieldwork (every two months).
- Seasonal and annual surveys: butterflies, wetland bird survey, and the Lake Hago bird survey.
- Reporting: weekly work plans, monthly reports to park management and donors, a mid-year rhino update, annual reports for each monitoring programme, and the 2027 aerial and giraffe survey reports.
- Planning and procurement: end-of-year updates to the lion, roan, rhino, and elephant management plans; the 2028 budget and business plan (June to September); and ordering rhino monitoring equipment, collars, implants, and camera traps.

Capacity Goals

Developing the Conservation & Research team is a central part of this role. Within the first year, the manager will:

- Agree an individual development plan with each team member, reviewed at the June and November performance reviews.
- Support team-led monthly surveys and data entry, with the manager being in a supervisory and quality-control role.
- Continue training the team in EarthRanger, Survey123, camera trap data processing, and data analysis.
- Involve team members in planning and running veterinary operations and the 2027 aerial and giraffe surveys.
- Mentor a member of the research support team as a successor, with a structured development pathway toward the Conservation & Research Manager role over three to five years, depending on progress.

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