



## VACANCY

### Head: Responsible Resource Management Business Unit/ HE Programme Manager

#### **The Role**

The Southern African Wildlife College is looking for an experienced and enthusiastic professional keen to take over as Head of our Responsible Resource Management (RRM) Business Unit.

This is a great challenge for a professional wishing to be involved in the start up of our new online CHE level Diploma programme, managing a busy and diverse business unit, and tackling various projects within the business unit. The initial contract will be for a year, but there are projects within the unit that will possibly require longer or even ongoing involvement, as will potential involvement iro of lecturing and curricula review and development of the Diploma programme.

The role is ideal for a resilient, eager, and enthusiastic subject matter professional with excellent leadership and management skills, who is looking for a challenge, and who is keen to be part of a team that is passionate, innovative, and driven. As Head: RRM Business Unit, the role player must be willing to take risks to drive the strategies and effectiveness of their unit. The role of the Head: RRM Business Unit is to develop and communicate vision and expectation levels to unit/ team members, to ensure an overall achievement of the unit's Strategic Objectives, and the strategic objectives of the College as a whole. Their business unit management strategy must be reliant upon the strategic direction, vision, mission, and strategic goals of the College. Head: RRM Business Unit is tasked to empower, select, coach and retain qualified staff that contributes to their unit and company goals.

On a more global scale, business unit managers integrate different team functions and ensure the highest quality performance through effective feedback, performance management, training and development. Coordinating with other managers and stakeholders, this role reports and integrates policies and objectives of the College. A major component of this role is Programme Management, which includes managing programme staff, programme performance and effectiveness, and managing budgets, taking into account programme delivery and content, the needs of sponsors, and accreditation timelines, within broader contractual guidelines. Liaison with stakeholders, students and student organisations is an integral role, and report, proposal, and project writing a necessary skill.

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The Head: RRM Business Unit/ HE Programme Manager is the key role player in managing the College's HE programme/s, and is expected to support and maintain the College's institutional reputation for excellence in teaching and research and will support the delivery of the College's Diploma learning and teaching Programme Strategy and ensure we provide a relevant and first-rate student experience. The Role Holder will provide strategic leadership in the development of the Diploma Programme, working with the College's academic team, support service teams, internal and external stakeholders, supporting teaching staff and facilitating the dissemination and embedding of applied learning academic practice across the Institution

The College aims to provide our students with a stimulating and inspirational multidisciplinary environment in which they can achieve their ambitions. One of the core missions of the RRM/HE and Research departments is to provide training on best practice that is relevant in the SADC region and context for the responsible and inclusive use of natural resources. This is driven by a holistic approach and aims to be both needs driven and innovative. The purpose is to advance conservation and conservation-compatible land use throughout the biodiversity economy by providing training that delivers professionals who are capable of developing innovative resource use solutions as well as leading and communicating this philosophy

The role would benefit from experience in, and/or exposure to working with SADC and SADC countries, and we welcome applicants from the SADC region who can bring with them additional experience and lessons learned from the region. If you are not eligible to work in South Africa, it would make employing you challenging, but please ask if you need to know more about the Critical Skills you might possess that could be the pathway to working in South Africa

### **Why work for us?**

You would be working for a unique college that specialises in conservation education at all levels, a SADC centre of excellence, which uses applied learning to teach students best practice through practical fieldwork under the guidance of leading experts in the field.

The SAWC team is dynamic, flexible, innovative and exciting. Working for us will provide an opportunity for growth, personal satisfaction, and fulfilment. We focus on staff empowerment, individual development, and on building strong relationships. This position is based at the College campus, in an isolated bush environment, some distance away from the nearest town, and would involve some travel to and from the college and to attend business commitments.

We offer a competitive salary and excellent benefits (in line with our sector and as an NPO), and a chance to be part of a strong team of committed conservationists, education specialists, and innovative researchers, who invest in people who bring about meaningful change within the conservation sector.

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**DESIRED MINIMUM REQUIREMENTS:**

The ideal candidate will have a:

- ✓ Minimum of a Masters (MSc) degree in Natural Resources Management, Nature Conservation, Ecology, Natural Resource Management, or an applicable field from any recognized university/Institute
- ✓ A Ph.D. qualification or studying towards such would be preferred.
- ✓ A tertiary qualification in Business Economics, Business Administration, Accounting, Finance, Financial Management, or an MDP or MBA would advantageous
- ✓ A valid Code 08 driver's license and,
- ✓ Must be a South African citizen or in possession of a valid South African work permit document

**EXPERIENCE AND SKILLS REQUIRED:**

- Minimum 3 years of experience in a Senior Management position at the executive level, focusing on the management of a complex company's operations.
- Experience of Information Technology, with a good understanding of IT solutions and Software Development Life Cycle (SDLC) would be an advantage
- Previous experience in a senior and strategic role, in a large NPO or medium to large business.
- Previous business development and staff management experience
- Proven record as academic and scientist.
- A track record in leading and implementing research and innovation in learning and teaching and designing appropriate interventions to meet the diverse needs of the academic environment.
- Experience of using learning analytics and other data driven approaches to quality assessment and learning enhancement.
- Evidence of an understanding of national and international developments in technology enhanced learning and how they relate to and can build a connected curriculum.
- Successful record in fostering strong collaborative working relationships with external partner organisations at a senior level.
- Relevant Subject matter experience and expertise
- Experience in South Africa's / SADC wildlife sector
- Strategic planning and business development skills
- Strong leadership qualities and skills appropriate to a senior management position including the management, development and motivation of both teams and individuals to inspire and secure high performance.
- Strongly self-motivated bringing gravitas, credibility, energy, resilience and commitment.
- High-level communication skills both oral and written with and ability to act as a representative of the College in a wide range of situations
- Ability to work positively with stakeholders to achieve outcomes and deliver change through people.
- A positive 'can do' attitude and approach and the ability to work at pace.
- Strategically focused with strong critical thinking and reasoning skills
- Highly resilient and adaptable
- Solutions orientated with excellent problem identification and problem-solving skills
- Ability and willingness to work in isolated bush and rural settings
- Ability to work patiently, persistently and politely with communities, customers, stakeholders, donors

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**Please ask if you wish to see a full job description or require more information****ADDITIONAL INFORMATION ABOUT WORKING AT THE COLLEGE:**

It is an operational requirement that all College employees undergo pre-employment integrity testing and submit to random integrity tests. This is a requirement for access and entrance to the College premises set down by the owner of the land on which the College operates.

In addition, the College has a Mandatory Vaccination Policy in response to the Covid-19 pandemic, and it is a requirement that all employees and residents on-site must be fully vaccinated and able to provide proof of such if required.

Applicants selected for the interview process are expected to provide sound, valid evidence of relevant experience, and may be required to demonstrate these.

Should the position require the role holder to reside on site, and should suitable accommodation be available, the successful applicant might live and work on-site at the College. As such, they would then be subject to the rules relating to this benefit. A market-related rent is charged and residents are responsible for their own utility usage accounts.

To apply for the position, please attach a detailed CV with a covering letter, which explains why you are drawn to this position and why you feel you should be appointed to this role, including specific examples of your previous experience. Please also provide three written references with names, current e-mail addresses and telephone numbers of three relevant referees.

Please submit your applications to [lgreyling@sawc.org.za](mailto:lgreyling@sawc.org.za). Applications close on **29 September 2022**

The College seeks to promote diversity among its staff and reserves the right to place candidates in line with their transformation and development policy. Candidates who have not received a response within two weeks of the closing date are kindly requested to assume that their application has not been successful in this instance. The College reserves the right not to fill this position.

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