

POSITION ANNOUNCEMENT

TEAM LEAD, NATURAL CAPITAL IN EAST AFRICA

Location:	Nairobi, Kenya or other EAC country
Application deadline:	February 20, 2019
Expected start:	April 1, 2019
Position type:	Full time consultant for two-year term
Compensation:	Commensurate with experience

This opportunity is contingent on contract award, which is expected to be confirmed Spring 2019.

Environmental Incentives

Environmental Incentives’ mission is to enhance the natural systems that sustain resilient and healthy communities. We design performance-driven approaches to conservation that empower public and private sector leaders to multiply their impact. We are environmental thought leaders pioneering a new wave of conservation, helping people get the most from their investments in the environment. Since our establishment in 2004, we have become a leading advisor on natural resource programs and policies across the country and internationally. Environmental Incentives is a certified B Corporation with three offices across the US.

- Western Office (headquarters) - South Lake Tahoe, CA
- Eastern Office - Washington, DC
- Mountain Office - Denver, CO

Opportunity

Environmental Incentives (EI) is seeking to hire a Team Lead for the Natural Capital program to join our International Practice Area, to be based in Kenya or another East Africa Community Member State for the duration of the two-year *Economics of Natural Capital in East Africa Program*. This program supports the USAID Kenya and East Africa (KEA) and the East African Community (EAC) strategic priorities for harmonization of policy and legal frameworks, sustainable management of key transboundary ecosystems, anti-poaching and combating wildlife trafficking, as well as learning and leadership for biodiversity conservation.

The Team Lead will oversee implementation of the newly awarded Natural Capital program focused on supporting the development of an analytical study and policy advocacy on the economic valuation of natural capital, defined as wildlife and ecosystem services in the East African region. S/he will play a vital role in engaging regional stakeholders, ensuring technical quality, and managing client interaction. Program activities will: (i) strengthen regional policy dialogue, learning and decision-making on management of transboundary natural resources in the EAC region; (ii) improve sustainable management of key transboundary landscapes in the EAC; and (iii) build capacity for stronger engagement of local communities in combating illegal wildlife trade in the EAC. Successful implementation of this project requires:

- Overseeing the design and implementation of a regional natural capital assessment focusing on the value of wildlife and ecosystem services to the East African region. The assessment will incorporate analysis of secondary and primary data in the valuation of natural capital as appropriate.
- Organizing and facilitating a regional consultative process to review and validate the findings from the assessment, including development of policy briefs and analytical reports and visuals to support policy advocacy and public awareness of the value of natural capital across the EAC member states, and other key stakeholders.
- Working with stakeholders to identify recommendations and/or innovative ideas or actions for improving sustainable economic growth and management of East Africa's natural capital based on the results of the assessment.
- Supporting development of a regional action plan advancing these recommendations in the region.

The geographic reach will include the six EAC Member States of Kenya, Tanzania, Uganda, Rwanda, Burundi, and South Sudan and other neighboring countries of influence including Central Africa Republic (CAR), Congo, Democratic Republic of Congo (DRC), Djibouti, Eritrea, Ethiopia and Somalia. The key countries and ecosystems to be included in the natural capital assessment will be decided in consultation with the EAC and input from key stakeholders.

PRINCIPAL DUTIES

- Provide strategic direction and leadership for all activities within the Natural Capital program.
- Ensure continued alignment of project objectives and activities with EAC policies, strategies and priorities particularly those related to transboundary wildlife conservation and combating wildlife crime.
- Coordinate and manage the work of multiple partner organizations, technical staff of EI, and consultants, ensuring timely and effective implementation of all project activities. Develop work plans and budgets to deliver technical support, in consultation with EI senior management and staff and USAID.
- Proactively maintain vision and commitment to outcomes/results and address implementation challenges and define course corrections to ensure completion of program deliverables on time and within budget
- Coordinate regularly with the EI home office in Washington, D.C.

Qualifications

Environmental Incentives seeks talented, creative and inspired professionals who can provide technical leadership in a growing practice while being flexible enough to fit into a strong culture. We differentiate carefully our minimum qualifications, preferred skills and necessary characteristics for success.

Minimum Qualifications

- Minimum of 7-years professional experience in national development planning, and/or environmental and natural resource management, including demonstrated understanding of East Africa's government institutions, administrative systems, planning processes
- Master's Degree in Environmental Economics, Environmental Policy, or related field. A bachelor's-level degree in the same fields with a combination of qualifying experience may be accepted in lieu of the advanced university degree

- Direct experience or familiarity with conducting natural capital assessments and/or using natural capital assessments to inform regional or national economic policy decisions
- Familiarity with INVEST and/or other analytic approaches to natural capital investment and valuation
- Demonstrated ability to facilitate and convene stakeholder groups in the East African context, work across different regional groups, and effectively partner with communities, government officials, donors, and other groups
- Experience managing direct reports or team of consultants or technical experts
- Strong research and analytical skills
- Fluent in English
- Highly organized with excellent verbal and written communication skills
- Proficiency with MS Office suite and Google Apps
- Willingness to travel throughout EAC region

Preferred Qualifications

- Fluency in Swahili desired
- Knowledge of East Africa’s natural capital assets including development drivers and possible threats
- Familiarity using systems approaches and causal modeling as the basis for designing, managing and learning from development programming (e.g., the Open Standards for the Practice of Conservation, Miradi software, or another tool)
- Experience with new business development in the international development or natural resources fields
- Proficiency with data analytics software (R preferred), proficiency with GIS is a plus

How to Apply

To apply, please submit a cover letter and resume on our [careers page](#) with “Team Lead Natural Capital” as the position title. Candidates will be reviewed as applications are received and the position will be filled as soon as the appropriate candidate is identified. Final execution of the consultancy is contingent upon receipt of award.

What happens next?

While resumes and cover letters allow us to screen for certain characteristics, they don’t always let us know who you are and the particular qualities and skills you possess. Therefore, after you apply, if we think you align with Environmental Incentives principles we will ask you to complete writing and spreadsheet exercises to allow you to better showcase your clarity of thought, verbal and written communication, and ability to create new and innovative ideas. Then we will welcome qualified candidates to interview with the Environmental Incentives team.

Environmental Incentives is an Equal Opportunity Employer

We are committed to developing an inclusive work environment where diversity of thought, style, culture and skill and is valued in support of individual performance and potential, as well as our business goals and mission.