



Position title	Rights & Safeguards Manager
Reporting to	Community Development Director
Contract Type	Full Time
Location	Head Office – Bryanston, Johannesburg

Background

African Parks (AP) is a non-profit conservation organisation that takes on responsibility for the long-term management of protected areas in partnership with governments and local communities. AP manages 22 protected areas in 12 countries covering over 20 million hectares in Angola, Benin, Central African Republic, Chad, the Democratic Republic of Congo, Malawi, Mozambique, the Republic of Congo, South Sudan, Rwanda, Zambia and Zimbabwe.

The AP vision is to achieve ecological, financial, and socio-political sustainability of protected areas for the benefit of people and wildlife. A key determinant of socio-political sustainability is the recognition of local people as rights-holders, and a commitment to enabling their active participation in the management of natural resources. In addition to international human rights, AP recognises (often communally-held) traditional use and access rights of indigenous people and local communities (IPLCs). The work of AP is guided further by safeguards standards that ensure further protections for vulnerable groups, and that promote responsible environmental and social practices in conservation.

Role Profile

The Rights and Safeguards Manager will contribute to embedding a conservation approach that is consistent with international human rights, and with safeguards standards, with both internal and external stakeholders. This role requires an understanding of international human rights, and safeguards frameworks, with an emphasis on the specific issues that apply to the conservation sector in Africa. Such issues include prevailing debates on land tenure and the legacy displacements of communities to create protected areas, the rights of indigenous peoples, and the different models for conservation management.

The Rights and Safeguards Manager is responsible for:

- Promoting an integrated approach to conservation that recognises and respects the rights of IPLCs – and supporting consistent compliance with human rights across AP operations;

- Supporting the adoption and consistent application of the Environmental & Social Safeguards standard operating procedures across AP-managed parks;
- Guiding efforts to support communities to register and protect their rights to land and natural resources;
- Designing tools and templates for the monitoring, and reporting of Environmental and Social Safeguards (ESS) risks and mitigation efforts;
- Guiding training of the AP safeguards team and of external partners to build understanding and application of human rights, and safeguards standards;
- Representing AP externally with partners and stakeholders, contributing to a network to agree ESS standards and processes for conservation in Africa.

Role requirements

- Post-graduate qualification in Human Rights/Law/International Development/Conservation or a related field.
 - Must have a good understanding of legal and policy considerations for human rights in a conservation context.
 - Minimum of 5 years of relevant experience, with a track record in managing issues relating to human rights, indigenous peoples' rights, land tenure, social safeguards, and/or conservation law.
 - Excellent communication and presentation skills in English. French and/or Portuguese fluency is a plus.
 - Strong stakeholder engagement skills, with ability to work across cultures and to foster collaboration.
 - Affinity with conservation and social development in Africa.
 - Experience of working in Africa, and willingness to travel to remote rural settings.
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