

Job Title:	Country Director, Malawi			Pos Cntl #	637
Reports To (Direct):	Africa Director			Job Code	MZ035
Reports To (Indirect):	Senior Director, Conservation				
Supervises:	IFAW Malawi Staff				
Department:	Programs			For US-based positions only:	
Location:	Malawi (Lilongwe)			Salary/Hourly:	
Full- or Part-Time:	Full-time	Date Approved:	September 2025	Classification:	
Job Description					

POSITION SUMMARY/ OBJECTIVE

The Country Director is IFAW's senior representative in the country, leading all strategic, programmatic, and operational work to advance IFAW's mission in Malawi. The role aligns country-level impact with IFAW's Institutional Strategic Plan (ISP), focusing primarily on landscape conservation, wildlife crime prevention, and community engagement. The role will also identify and support opportunities for IFAW's other Programmatic priorities in Policy, Disaster Response and Resilience and Wildlife Rescue.

IFAW's work is anchored in the Malawi-Zambia Transfrontier Conservation Area (MAZALA TFCA), with Kasungu National Park and its buffer areas as the core focus and connectivity corridors linking Malawi and Zambia as critical priorities. The role champions transboundary collaboration with IFAW's Country Director in Zambia and program teams to ensure seamless delivery of Room to Roam objectives across both countries.

The Country Director will maintain and grow IFAW's existing relationships with the Government of Malawi, including the Department of National Parks and Wildlife (DNPW), and will build partnerships with NGOs, civil society, the private sector and IFAW's funding partners to drive conservation-compatible policies, improve community well-being, and secure habitat connectivity for wildlife.

ROLE AND RESPONSIBILITIES

Country Leadership – Malawi

- Develop and execute IFAW Malawi's country strategy in alignment with the Institutional Strategic Plan and flagship initiatives such as Room to Roam and Program Strategic Plans.
- Manage and oversee the implementation, monitoring, and reporting of country-specific conservation and rescue programs.
- Ensure operational excellence across financial, administrative, and compliance systems; anticipate and manage risks to safeguard IFAW's reputation.
- Supervise and support Malawi-based staff and consultants, fostering a culture of high performance, collaboration, and accountability.
- Represent IFAW in Malawi to, government, traditional leaders, civil society, media, and donor audiences, promoting IFAW's profile and priorities.
- Lead the development of IFAW Malawi-specific strategies and annual work plans, ensuring integration with regional and global objectives.

Program Development & Innovation

- Oversee design and delivery of high-impact programs in Kasungu NP and adjacent corridors, including:
 - Habitat protection and restoration for elephant movement and connectivity.
 - Wildlife crime prevention strategies, including law enforcement partnerships and intelligence sharing.
 - Community coexistence programs that reduce human-wildlife conflict and enhance livelihoods.
 - Support to national and international Policies that impact IFAW's institutional priorities.
- Ensure robust monitoring, evaluation, and adaptive management to demonstrate measurable impact.

- Work hand-in-hand with Senior Director of Conservation, Country Director, Zambia and other relevant Program staff to deliver integrated strategies across the MAZALA landscape.
- Proactively engage with the diplomatic community and other bi- and multilateral organizations in Malawi, with a view to raising awareness of IFAW's work, cultivating strategic partnerships, and securing financial and technical support for programmatic priorities

Wildlife Crime & Community Engagement

- Oversee implementation of anti-poaching and anti-trafficking initiatives in Kasungu (including the Kasungu IIU) and cross-border zones, ensuring intelligence sharing with Zambia counterparts and other relevant partners in the region.
- Strengthen community engagement and governance structures, promoting conservation-compatible livelihoods as a foundation for coexistence in the buffer communities around Kasungu NP.
- Ensure strict adherence to IFAW's Environmental and Social Safeguards Framework (ESSF), FPIC, and human rights-based approaches.

Communications & Representation

- Serve as IFAW's primary spokesperson in Malawi, working closely with the regional communications team to manage media engagement, respond to press inquiries, and promote IFAW's work in alignment with organizational messaging.
- Support the creation of compelling content, including success stories, case studies, and impact narratives for use in advocacy, media, and donor reporting.
- Represent IFAW at key national forums, conferences, and stakeholder meetings to enhance visibility and influence conservation agendas.

Resource Mobilization & Donor Engagement

- Collaborate with IFAW's Development teams to identify funding opportunities, cultivate donor relationships, and position IFAW as a trusted conservation partner.
- Contribute to concept note and proposal development, providing technical input, local context, and data to ensure competitiveness and strategic alignment.
- Ensure timely and accurate reporting to donors and partners, showcasing program achievements and impact.

Operations & Team Leadership

- Provide executive oversight of Malawi operations, including finance, HR, security, and compliance.
- Build and mentor a strong, high-performing team committed to IFAW's mission and values.
- Ensure safety, security, and well-being of staff operating in remote landscapes.

What Success Looks Like (3-Year Vision)

- **Transboundary Connectivity:**
Elephant and other key wildlife species move safely between **Kasungu National Park (Malawi)** and **Lukusuzi National Park (Zambia)** through restored and secured corridors, demonstrating functional ecological connectivity across the MAZALA TFCA.
- **Wildlife Crime Reduction:**
Poaching incidents in Kasungu NP and adjacent areas show a **sustained downward trend**, supported by joint Malawi-Zambia enforcement efforts and improved intelligence-sharing systems.
- **Community Engagement & Livelihoods:**
Communities living around Kasungu NP actively participate in governance platforms (e.g., Community Resource Boards), benefit from **wildlife-compatible enterprises**, and report improved attitudes toward conservation and coexistence.
- **Policy Influence:**
Malawi adopts or strengthens national policies supporting **landscape conservation**, TFCA priorities, and climate-smart land-use planning, with IFAW recognized as a key technical partner in these policy shifts.

- **Institutional Strength & Partnerships:**

IFAW Malawi operates as a **high-performing country team**, working seamlessly with IFAW Zambia and regional/global colleagues to deliver the **Room to Roam vision**, while maintaining strong relationships with government, NGOs, and donors.

- **Measurable Impact & Learning:**

Monitoring and evaluation systems generate credible data on ecological, social, and governance outcomes, informing adaptive management and reinforcing IFAW's position as a leader in transboundary conservation.

QUALIFICATIONS AND COMPETENCIES

Essential:

- 8–10 years of senior leadership experience in conservation, natural resource management, or related fields, including at least 5 years in multi-stakeholder environments.
- Proven ability to manage complex, transboundary programs and influence policy at national and regional levels.
- Strong knowledge of Malawi's conservation context and familiarity with TFCA frameworks.
- Demonstrated experience in partnership building, coalition engagement, and donor relations.
- Excellent communication and negotiation skills; fluency in English required.

Desirable:

- Familiarity with wildlife crime prevention strategies, community-based conservation, and climate-smart approaches.
- Experience in grant management and compliance.

Other Requirements:

- Willingness to travel extensively within Malawi and across the MAZALA TFCA.
- High integrity and alignment with IFAW's mission and values.

OTHER DUTIES

Please note this job description is not designed to cover or contain a comprehensive list of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities will change from time to time to meet the needs of the department and our company.

At IFAW, we aim to create and foster a workforce that reflects and contributes to the diverse, global community in which we work to improve the lives of both animals and people. We are dedicated to fostering justice, equity, diversity, and inclusion so we actively encourage candidates from diverse backgrounds.

SIGNATURES

This job description has been approved by Human Resource and reviewed by the manager and employee. Employee's signature, below, constitutes employee's understanding of the requirements, essential functions and duties of the position.

	Name	Signature	Date
Employee	_____	_____	_____
Manager	_____	_____	_____

Closing date for receipt of applications: 08 October 2025

To apply, please submit CV and letter of interest to GThomas@ifaw.org