

Job Title:	Country Director, Zambia			Pos Cntl #	733
Reports To (Direct):	Africa Director			Job Code	MZ034
Reports To (Indirect):	Senior Director, Conservation				
Supervises:	IFAW Zambia Staff				
Department:	Programs			For US-based positions only:	
Location:	Lusaka, with frequent travel to Eastern Province			Salary/Hourly:	
Full- or Part-Time:	Full-time	Date Approved:	September 2025	Classification:	
Job Description					

POSITION SUMMARY/ OBJECTIVE

The Country Director serves as IFAW's senior representative in Zambia, leading strategy, partnerships, and operations to deliver measurable impact for wildlife and communities. This role drives the implementation of IFAW's Room to Roam vision in Zambia, with a primary focus on the Malawi–Zambia Landscape (MAZALA) Transfrontier Conservation Area and Eastern Zambia's key corridors, while supporting engagement in other regional TFCAs such as Lower Zambezi-Mana Pools, KAZA and ZIMOZA.

Working in close coordination with IFAW teams in Malawi and across Africa, the Country Director ensures strong transboundary collaboration, policy influence, and integrated conservation strategies that strengthen connectivity conservation and human-wildlife coexistence. The role also provides leadership for partnerships with government, NGOs, private sector and coalitions, oversight of grants and wildlife rescue operations, and advocacy in strategic national conservation platforms.

The Country Director is accountable for building a high-performing team, ensuring operational excellence, and embedding equity, climate resilience, and gender inclusion across all programs. This is a senior role requiring thought leadership, diplomacy, and the ability to deliver results in complex, multi-stakeholder environments.

ROLE AND RESPONSIBILITIES

Strategic Leadership and Country Strategy

- Develop and execute IFAW Zambia's country strategy in alignment with the Institutional Strategic Plan and flagship initiatives such as Room to Roam and Program Strategic Plans.
- Oversee annual planning, budgeting, and adaptive management, integrating knowledge management and innovation into decision-making to achieve strategic objectives.
- Ensure operational excellence across financial, administrative, and compliance systems; anticipate and manage risks to safeguard IFAW's reputation.
- Embed gender inclusion, and social equity within all programs and partnerships.

Program Development, Innovation and Implementation

- Oversee design and delivery of high-impact programs in Eastern Province and other priority landscapes, including:
 - Habitat protection and restoration for elephant movement and connectivity.
 - Community coexistence programs that reduce human-wildlife conflict and enhance livelihoods.
 - Support to national and international Policies that impact IFAW's institutional priorities.
 - Explore opportunities to promote disaster resilience and emergency response efforts that protect wildlife and communities, reduce risk, and strengthen local capacity to prepare for and recover from crises.
- 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.
- Support fundraising through high-quality proposals and donor engagement; identify new opportunities for program growth and diversification.
- Provide support to wildlife rescue and rehabilitation efforts in Zambia, ensuring alignment with global protocols.

- Oversee delivery of all IFAW programs and donor-funded projects in Zambia, ensuring quality, compliance, and timely reporting.
- Manage sub-grants to partners, including due diligence and compliance monitoring.
- Provide support to wildlife rescue and rehabilitation efforts in Zambia, ensuring alignment with global protocols.
- Monitor program outcomes with IFAW's Impact team, using data to inform adaptive management.
- Support the development and adherence to IFAW's Environmental and Social Safeguards Framework (ESSF), FPIC processes, and human rights-based approaches.

Partnerships, Coalitions, and Advocacy

- Build and maintain strategic relationships with government agencies (e.g., DNPW, Ministry of Tourism, Ministry of Green Economy), traditional leaders, and Community Resource Boards.
- Forge partnerships with NGOs such as GRI, CSL, FZS, WCP, PPF, WWF, CLZ, COMACO, and BCP for collaborative delivery and shared learning.
- Proactively engage with the diplomatic community and other bi- and multilateral organisations in Zambia with a view to raising awareness of IFAW's work, cultivating strategic partnerships, and securing financial and technical support for programmatic priorities
- Engage with non-traditional development partners, the private sector and environmental actors whose activities align with IFAW's goals.
- Represent IFAW in national coalitions, including the Zambia Environmental Justice Coalition, to influence policy frameworks supporting conservation and climate resilience.
- Act as IFAW's spokesperson in Zambia, ensuring consistent, compelling representation of IFAW's mission.

Operations and Team Management

- Provide executive oversight for HR, finance, procurement, security, and compliance.
- Build and mentor a high-performing, values-driven team, fostering a culture of accountability, inclusion, and professional growth.
- Ensure robust systems for staff safety, security, and well-being.

What Success Looks Like (3-Year Vision)

- IFAW Zambia is recognized as a trusted conservation leader with strong partnerships and influence on national policy.
- Room to Roam implementation in Zambia delivers measurable gains in habitat connectivity, coexistence, and climate resilience.
- Grants and donor-funded projects meet all compliance standards and achieve impact targets.
- A motivated, high-performing team drives innovation and delivers results across Zambia's conservation landscape.

Key Qualifications

Essential

- Minimum 8–10 years of senior leadership in conservation, natural resource management, or related fields, with at least 5 years in complex, multi-stakeholder settings.
- Proven ability to develop and implement strategies, manage budgets, and deliver large-scale programs.
- Strong experience in policy advocacy and coalition building.
- In-depth knowledge of Zambia's conservation landscape, TFCA frameworks, and legal environment.
- Track record of successful resource mobilization and donor engagement.
- Excellent communication, negotiation, and relationship-building skills; fluency in English.

Desirable

- Experience managing sub-grants, compliance frameworks, and rescue operations.
- Familiarity with transboundary conservation initiatives and climate-smart approaches.

Other Requirements

- Willingness to travel extensively within Zambia and regionally.

- High personal 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