

14 May 2026

AKAGERA NATIONAL PARK VACANCY ANNOUNCEMENT

ASSISTANT CONSERVATION & RESEARCH MANAGER

Akagera Management Company Ltd (AMC Ltd) was created through agreement between African Parks and the Rwanda Development Board to manage Akagera National Park. AMC Ltd is seeking to recruit an experienced candidate for the position of Assistant Conservation & Research Manager to support the Conservation & Research Department of Akagera National Park, contribute to ecological monitoring and conservation efforts in the park, and engage with and support research projects, both local and international. The candidate must be technically-skilled, with a strong ecological background, practical field experience in protected areas and/or conservation research, and have strong problem-solving and critical-thinking abilities. Female candidates are strongly encouraged to apply for this position.

TITLE: Assistant Conservation & Research Manager

REPORTING TO: Conservation & Research Manager

ABOUT THE ROLE: Akagera National Park (ANP) seeks to continue advancing the park's conservation success through strong management, research, and data-driven interventions. In line with this vision, Akagera National Park seeks to hire an experienced Assistant Conservation & Research Manager to support conservation research, data collection, and ecological monitoring, with potential to grow as manager. The Assistant Manager will contribute to special projects and conservation initiatives, and provide informed input into wildlife management decisions. They will play an active role in building the ecological and scientific understanding of the Akagera ecosystem, and in supporting collaborations with external researchers and educational institutions. Within the park, the Assistant Manager will support other departments through data sharing and collaboration. The candidate must be organised and responsible, contributing to the documentation and filing of initiatives including progress and annual reports on projects, and wildlife/ecological management plans. Strategic, critical, and big-picture thinking will be an essential quality: the Assistant Manager will be expected to meaningfully contribute to the development and implementation of ANP's Long-Term Sustainability Strategies, associated planning spreadsheets, research frameworks, and monitoring programmes, as well as to business planning processes. Equally important is sufficient academic knowledge to assess the feasibility of proposed research projects and to provide hands-on support in the field when needed. Sufficient field experience is critical, as the selected candidate will be expected to work in the field with trackers and other members of the law enforcement department, or other departmental activities. Most importantly, the Assistant Manager must be humble, willing to learn and actively grow their capacity, and able to foster strong working relationships with all members of AMC. Please see the following pages for a detailed position description, areas of responsibility and key targets, and required qualifications.



Akagera Management Company Ltd – TIN 102012438

Directors: Mr. A. Gafaranga, Mrs. T. Ndejuru, Mr. R. Bayigamba, Mr. M. Masozera, Mr. I. Craig, Mrs. J. Sebageni, Mr J. Gruner.

HOW TO APPLY: Please submit a cover letter highlighting how you fit the qualifications for this role, and a CV with names and contact information of at least two references. In your cover letter, please include your relevant achievements and a summary of your research and fieldwork experiences. Please refrain from using AI to write cover letters, this will be checked.

Send your application as a single PDF document, with the subject line “Assistant Conservation & Research Manager at Akagera” to Akagera National Park at amc.recruit@africanparks.org.

Please reach out to emmae@africanparks.org should you have any questions or queries.

NB: Applicants who do not meet the criteria will not be considered. Only candidates with the required qualifications and relevant experience will be shortlisted. If you do not hear from us within one week after submission deadline, please know that you have not been shortlisted.

Shortlisted applicants will be contacted to complete a competency exam and interview as part of the recruitment process.

APPLICATION DEADLINE: Applications must be sent to the email above by 5 June 2026.

DONE AT Akagera National Park on 18 May 2026.

NDAHIRIWE Ladis

Park Manager and CEO | Akagera Management Company | Akagera National Park



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Position Title	Assistant Conservation and Research Manager	
Location	Akagera National Park, Rwanda	
Reports To	Conservation & Research Manager	
Starting Date	1 st July 2026	
	Position Description	Key Relationships
	<p>Support the facilitation and assist with the management of conservation research, data collection, and ecological monitoring across ANP. Contribute to special projects, conservation initiatives, and provide data-supported input into wildlife management decisions. Assist in increasing the ecological and scientific understanding of the Akagera ecosystem, and in supporting research collaborations with external researchers and educational institutions. Support other departments through data sharing and collaboration.</p> <p>Contribute to the documentation and filing of all research and monitoring initiatives, including progress and annual reports on projects, and wildlife/ecological management plans. Assist as a Data Focal Point by helping to gather, organise, and interpret data across departments, including core metrics.</p> <p>Contribute meaningfully to the development and implementation of ANP's Long-Term Sustainability Strategies and associated planning spreadsheets, research frameworks, monitoring programmes, and multi-year business plans. Apply practical field knowledge to assess the feasibility of proposed research projects and to provide hands-on support in the field.</p> <p>This is a position that requires professional conduct and strong interpersonal skills to work with and support staff and students, meet deadlines, and uphold commitments. This position requires the applicant to live in, or close to, the park.</p>	<ol style="list-style-type: none"> 1. Conservation & Research Manager 2. Park Manager 3. Conservation & Research Department team members 4. ANP Heads of Departments and Monitoring Teams 5. Regional Conservation Manager 6. Visiting researchers and academic personnel; Conservation/Education & Research Institutions, both national and international.

Major Areas of Responsibility and Key Targets	
<i>Responsibilities</i>	<i>Key Measures and Targets</i>
Support the planning, design, and implementation of data-collection activities to answer key ecological questions in and around ANP.	100% implementation of assigned plans; continual updating of data sets, reporting on important findings, and updating key documents such as management plans.
Assist in collating data received from various collection efforts, other departments, and external sources to make more efficient how data is used to inform management decisions.	Generate maps and reports that summarise data collection and make this information readily available for all departments. Contribute to a complete picture of the ecological network of ANP and surrounding communities. Update key research questions annually.
Ensure all assigned reports are submitted on time and correctly. Compile and summarise/analyse data.	Submit regular reports (monthly, biennially, and annually as appropriate) on data collection efforts and key findings. Submit larger reports to summarise long-running projects as results become available.
Contribute to improving processes of data collection, compilation, and generation of outputs to serve management decisions. Assist in designing data-collection protocols and programmes as needed, especially to capture core metric data.	Recommendations and development of research and M&E protocols and methods that improve the efficiency of data collection and reporting. Ensure all core metrics are captured and reported.
Uphold professionalism in the Conservation & Research Department and in all staff interactions. Always meet deadlines, uphold commitments, and support colleagues wherever possible.	Professionalism and positive interactions with all colleagues, internal and external. Accurate and high-standard data collection, analysis, and reporting/archiving. Consistent deadline compliance.
Participate in activities that promote understanding of ecology and instil pride in conservation in the communities through sharing of findings and contributing to educational programmes.	Share findings with the Community Liaison Manager/Officers for dissemination in the communities to broaden ecological understanding and gain support for ANP. Participate in education programmes as is appropriate.
Monitoring of key species and protection of wildlife.	Document any new species or anomalies, and continue to monitor key species as defined (black rhino, lion, elephant, giraffe, etc). Zero key



	species lost to poaching; support law enforcement activities through sharing relevant data and information with the Law Enforcement Department. Update key research questions regarding key species annually.
Support the update and implementation of the array of management plans.	Lion, predators, rhinos, elephant, giraffe, and fire management plans supported and used. Not limited to.
Contribute meaningfully to the development, updating, and implementation of ANP's Long-Term Sustainability Strategies and associated planning spreadsheets, research frameworks, and monitoring programmes.	All documents are updated and used for guiding management decision-making, research priorities, and conservation planning in ANP. Active contribution to long-term sustainability and business planning discussions.
Apply practical field knowledge to evaluate the feasibility of proposed research projects. Provide hands-on field support where required.	Proposed projects are realistic, well-scoped, and grounded in practical understanding of ANP conditions. Field support provided as needed to ensure high-quality data collection.
Support student interns and external researchers in ANP. Help build relationships with external educational and research institutions.	Engage with students, interns, and researchers to build capacity for the next generation of Rwandan conservationists and scientists. Form partnerships with educational and research institutions to address knowledge gaps in ANP.
Contribute to annual budget development for conservation and research activities, and management of budget.	Active participation in budget discussions, justifying budget lines and ensuring all activities are captured.
Security of all company research assets, including office materials, field equipment, and collections. Ensure safety in the workplace is a priority.	Maintaining accurate research equipment inventory. Zero theft. All specimen collections maintained in safe and usable state. Ensure safety measures are adhered to and report immediately any disciplinary or safety issues.
Visually illustrate work carried out.	Present your office and space with an up-to-date and appropriate snapshot of conservation in ANP. Support rangers with illustrative descriptions of key species IDs, exotics, and other ecosystem components to improve data collection. Conduct behind-the-scenes tours for students and guests.

What Success Looks Like in 3-Years' Time

1. Data capturing tools and protocols are maintained, data is easily accessible, and data contributes to park management decisions.
2. Data develops species lists and informs population estimates for species found in ANP.
3. Key ecological questions are answered regarding, but not limited to, carrying capacity, predator-prey relationships, and ecological health that will inform management decisions and actions.
4. Scientific questions are answered at a complex level that have the potential to inform management decisions and actions. Findings are disseminated appropriately to educate and inform communities, other conservationists, and managers.
5. Management plans for key species and programmes in and around ANP (lion, predators, rhinos, elephant, giraffe, fire management, human-wildlife conflict, and others) are supported and updated.
6. ANP's Long-Term Sustainability Strategies and associated planning spreadsheets, research frameworks, and monitoring programmes are active, updated, and referred to when making management decisions. Business plans are contributed to meaningfully.
7. Multiple student internships created to build capacity for future Rwandan conservationists and scientists.
8. Support the Law Enforcement Department through sharing relevant data and information to increase LE efficiency and protection of ANP, and ensure minimal losses to poaching and zero losses of key species.
9. Continue to improve and develop research capacities and facilities at ANP to broaden the scope of data collection and ecological understanding of the Park.
10. Incorporate more conservation technologies to help improve data collection and ecological understanding. Build capacity for Rwandan conservationists to use these technologies.
11. Assist and support the law enforcement department (including the tracking teams) in the field.
12. Engage with communities through data sharing and educational programmes to grow ecological understanding and foster pride in ANP.



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13. Minimum accidents.

Qualifications (Education, Experience, Skills, Knowledge and Abilities)

Required

1. Minimum of a Graduate degree in ecology, wildlife management, conservation, or equivalent.
2. Minimum of 2 – 3 years of relevant experience in ecology, conservation, wildlife management, and related research.
3. Experience working in protected areas or National Parks.
4. Demonstrated experience contributing to long-term sustainability strategies, business planning processes, or multi-year conservation planning documents.
5. Demonstrated practical field knowledge to evaluate the feasibility of proposed research projects and to provide hands-on support in the field (including support to law enforcement tracking teams).
6. Fluent in English and Kinyarwanda.
7. Demonstrated ability to work independently under pressure and be flexible.
8. Demonstrated ability to work in difficult conditions, including remote wilderness areas.
9. Demonstrated computer literacy, including MS Office, computer-based statistical packages (RStudio or equivalent) and GIS tools (ArcGIS, QuickCapture, Survey123) with outputs to evidence competency.
10. Demonstrated experience with camera traps, VHF telemetry, handheld GPS units, and other related conservation technologies.
11. Outstanding and demonstrated teamwork skills and ability to form solid working relationships.
12. Clean record of conduct (no convictions).
13. Physically fit and able to be in field for extended periods (to undergo fitness and medical annually).
14. Between 20 and 35 years of age.
15. Ability to swim
16. Driver's license and experience driving on dirt roads or off-road.
17. Rwandan national.

Desired

1. Experience with wildlife health topics and experience working on veterinary interventions.
2. Experience designing and managing budgets.
3. Leadership skills and experience.
4. A Masters degree in ecology, wildlife management, conservation, or equivalent.



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