



© Ruben Bañuelos Bons / Fauna & Flora

Country Director, Guinea & Liberia

“In the past century Fauna & Flora has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,
Fauna & Flora Vice-president

Fauna & Flora

At Fauna & Flora, our shared purpose is to protect the diversity of life on Earth, for the survival of the planet and its people. We work closely with local conservation partners around the world to save nature, together. We harness this collective expertise to inspire positive change globally.

The Africa Programme

Fauna & Flora's Africa Programme currently enables high impact conservation in 14 countries in West, Central, East and Southern Africa and implements a range of projects focusing on habitat and biodiversity conservation, protected area management, institutional development and capacity building, natural resource governance and sustainable livelihoods. To achieve its mission in Africa, Fauna & Flora works with local partners to focus on the sustainable use and management of natural resources as a means to effective rights-based conservation in the long-term. In all its projects in Africa, Fauna & Flora seeks to:

- Build and enable local partnerships with African conservation and community development organisations
- Strengthen institutions to bring sustainability and added value to projects
- Maintain long term presence and relationships
- Reconcile conservation goals with the rights and needs of local people
- Incorporate sound science in decision-making

Fauna & Flora's Africa Programme has a long history of working with communities in biodiversity-rich landscapes to support and enable them to be effective custodians of their precious, yet threatened, natural resources. We recognise rural communities' lives are complex and dynamic. We use approaches that seek to empower people to make their own choices more environmentally, economically and socially sustainable.

Our experience has shown that there are a wide range of factors that contribute to people's well-being. These include having a voice in decisions that affect their livelihoods; food, income and personal security; a sense of control, purpose and confidence in the future; the maintenance of cultural values; and the fair distribution of costs and benefits of conservation. Through project design, delivery, research, technical advice, training and mentoring, and by working closely with Fauna & Flora's cross-cutting thematic teams, the Africa programme seeks to understand and integrate the needs and rights of local communities within its conservation initiatives.

Guinea Programme

Fauna & Flora is working at the heart of Guinea's Forestière landscape, home to the country's last intact block of the Upper Guinean Forest — a globally important ecosystem rich in endemic and endangered species. These forests face urgent threats from shifting agriculture, mining, and poaching.

Since 2009, Fauna & Flora has partnered with the Centre Forestière de N'Zérékoré (CFZ) to protect the Zياما Man and Biosphere Reserve, which harbours Guinea's last remaining population of forest elephants. Zياما is contiguous with Liberia's Wonegizi Proposed Protected Area, where Fauna & Flora operates, making this a critical transboundary conservation landscape.

Current Ziama focused work includes an ambitious REDD+ project designed to secure sustainable financing for conservation over the next 40 years. This initiative involves extensive consultation, planning, and capacity building, and will be delivered in line with Fauna & Flora's high-integrity principles for nature-based carbon projects and international third-party standards.

Liberia Programme

Despite its relatively small size, Liberia contains more than 40% of the remaining Upper Guinean Forest, one of the world's most important tropical forest ecosystems. These forests sustain globally significant populations of threatened species, including the pygmy hippopotamus, western chimpanzee, forest elephant and hundreds of endemic plant and bird species.

Fauna & Flora has worked in Liberia for over two decades, partnering with the Forestry Development Authority, local communities and national organisations to strengthen the management of some of the country's most important forest landscapes. Our work focuses on improving protected and conserved area management, enabling community-led conservation, and creating the conditions for long-term forest stewardship.

A defining feature of our approach in Liberia has been advancing community land rights alongside conservation objectives. Through partnerships delivering Customary Land Formalisation, we have enabled communities across key forest landscapes, including Wonegizi and Wologizi, to strengthen land tenure as a foundation for sustainable natural resource management and long-term conservation.

Today, our programme continues to work alongside community and government partners in priority forest landscapes while advancing an innovative REDD+ initiative in northwest Liberia. This initiative aims to secure long-term financing for forests while delivering lasting benefits for biodiversity, local livelihoods and the climate.

The Opportunity

Fauna & Flora is seeking a highly experienced conservation professional to fulfil the role of Country Director, Guinea & Liberia, assuming responsibility for the development, management and implementation of Fauna & Flora's programmes in Guinea and Liberia.

The successful candidate will have experience in management and oversight of multiple conservation programmes, and will provide technical input into the design, development, implementation and evaluation of biodiversity and conservation projects within West Africa. They will also demonstrate a substantial, proven track record in operational, project, grant and financial management at a similar level and be skilled in providing strategic advice.

Highly effective leadership and people management skills are essential to the role to build and lead professional teams that deliver effectively against project aims, objectives and timelines. The role also requires a skilled and credible communicator, who is confident in developing and managing relationships at senior level with partner organisations and relevant stakeholders, including donors, funders and government.

Terms and Conditions

Start Date:	1 December 2026
Duration of Contract:	Two year fixed-term contract
Probation Period:	Three months
Gross Annual Salary:	USD 83,260
Location:	Fauna & Flora's Monrovia Office, Liberia, with regular travel to Guinea and to project sites in Liberia and Guinea. International travel may be required.
Benefits:	For international appointments, Fauna & Flora expatriate benefits apply: • 25 working days annual leave entitlement • Medical insurance • Annual return flight home • Relocation flight on commencement of employment • Repatriation flight on termination of employment • Relocation allowance/Repatriation allowance • Accommodation allowance For national appointments, the following benefits apply: • Annual leave entitlement of 15 working days, plus national holidays observed in Liberia and other statutory allowances • Medical insurance
Hours of Work:	This is a full-time position, working 40 hours per week Monday to Friday inclusive. These hours may vary depending on the requirements of the job when travelling in the field.

N.B. This is an unaccompanied position.

Job Description

Job Title:	Country Director, Guinea & Liberia
Reporting to:	Senior Programme Manager, West and Central Africa
Line manages:	Operations Lead, Liberia Senior Technical Specialist Policy, Liberia Landscape Manager, North West Liberia Project Manager, Sapo Landscape Manager, N'zerekore Guinea Senior Technical Specialist REDD+ & Climate Policy, Guinea Finance & Operations Manager, Guinea

Key relationships: Regional Director, Africa
Africa Regional Team (UK)
Finance Business Partner, West and Central Africa (UK)
Senior People Adviser, International (UK)
Cross-cutting, Operations, Development and Communication teams

Purpose:

The Country Director, Guinea & Liberia will work closely with the regional and HQ leadership to ensure Fauna & Flora is well positioned in Guinea and Liberia to deliver the global strategy at a national level, including positioning the organisation to engage in and contribute to national and international policy development, aligning inputs with knowledge and voices of local people and partners. The Country Director, Guinea & Liberia will actively seek opportunities within each country for both development and funding opportunities, acting as the key representative with partners and other key networks, ensuring the sustainability of the Programmes and our role in adding value to our partners. They will have overall responsibility for leading and managing Fauna & Flora's projects in Guinea and Liberia, and will provide strategic and directional oversight of both the projects and country level operations.

Responsibilities

Programme development and positioning in Guinea & Liberia

- Demonstrably champion and lead Fauna & Flora's vision, values, and organisational strategy both internally and externally
- Lead and facilitate key internal stakeholders and where relevant external stakeholders to develop strategic implementation plans; incorporating cultural, political, social and operational aspects and aligning with regional approaches, that will deliver Fauna & Flora's organisational strategy in Liberia and Guinea.
- Ensure progress towards delivery of the strategic plans through clear results tracking and impact monitoring, and by ensuring that operational and programme leads and their teams coordinate their objectives in alignment with delivery of the agreed strategic plans.
- Ensure strategic plans are updated and reviewed on an annual basis or when a significant event occurs that requires change or adaption to the delivery of the strategy.
- Ensure the approved strategic plans are used to position Fauna & Flora with (including but not limited to) relevant national agencies and national government, donor communities, international government agencies and partner networks
- Proactively ensure such organisations are up to date on Fauna & Flora strategies, positions, priorities and progress, and where Fauna & Flora can add value
- Ensure positive relationships with such organisations on behalf of Fauna & Flora that enable Fauna & Flora to add value in aligning to global positions
- Ensure that projects are well designed under the umbrella of the strategic plan, with an approved theory of change, project design, budget, monitoring and adaptation process that speaks to the national context
- Where appropriate recognise the possibility of sustainable financing at a project level and proactively build this element into project design

Programme financing

- Proactively drive internal discussions with appropriate fundraising staff to develop and agree a country fundraising strategy for both Guinea and Liberia

- As per the country fundraising strategies, directly seek fundraising opportunities that align with the strategies, and facilitate appropriate Fauna & Flora staff, to implement the plan and achieve the fundraising targets
- Ensure funding proposals cover the full costs of delivering the projects
- Ensure all fundraising proposals adhere to the Fauna & Flora project cycle
- Ensure that grant agreements/legal compliances documents are understood by the organisation and implemented effectively
- Ensure timely start-up, implementation, M&E and donor reporting, both financial and technical
- Ensure written funding proposals and reports are of high quality
- Where financial sustainability mechanisms are addressing project costs, ensure they follow Fauna & Flora global best practice principles and align with in-country cultural practices

Representation

- Represent the West Africa region with Fauna & Flora leadership, and actively be present with HQ-based teams
- Actively take a leadership role in-country on behalf of Fauna & Flora leadership
- Represent Fauna & Flora on different panels and fora and with the media
- Host country visits of key stakeholders
- Advise and ensure the HQ and in-country communication is appropriate and aligns with national messaging in Liberia and Guinea
- Ensure appropriate and relevant content/messaging is provided for both the Fauna & Flora communications team and cross-cutting teams visiting the country
- Ensure appropriate and relevant content is provided for the Fauna & Flora communications team

Partnerships

- Lead the identification and development of key strategic partnerships to deliver Fauna & Flora work
- Ensure the country programmes are delivered through effective in-country partnerships
- Leverage positive relationships to negotiate agreements with partners and other stakeholders

People Leadership and Management

- Manage and lead the Liberia and Guinea country teams within a clear performance management framework, promoting a culture of high performance, continuous improvement, positive communication and teamwork
- Ensure the appropriate capacity, capability and culture is in place to deliver the programme, modelling Fauna & Flora values and our 'One Fauna & Flora' culture
- Line manage direct reports through objective setting, continuous performance management, annual performance review, training provision and personal development planning to enable the effective and timely delivery of work
- Ensure team structures are fit for purpose, while playing an active role in key recruitments to ensure these structures are adequately filled
- Ensure full compliance to all local labour laws, and social security and tax requirements
- Interpret and apply all Fauna & Flora's HR policies and terms and conditions consistently and effectively, and in line with the DoA and ensure that all staff are aware of and comply with these
- Ensure that the UK people team are aware of all liabilities arising from labour laws that might impact staff and budgets
- Actively participate as a member of the Leadership Forum
- Actively play a leadership role within the regional team

Finance and Budget Management

- Be accountable for the financial management of the Guinea and Liberia country programmes through analysis of monthly financial reports
- Be accountable for the development of the annual institutional budget for the country programme and regular monitoring of the budget
- Ensure the following financial management tasks are in place and effectively being implemented:
 - Required financial controls are in place and are implemented.
 - Accurate financial management of all projects
 - Compliance with internal financial policies and procedures
 - Compliance with contracts and grant agreements, including co-financing and procurement requirements
 - Timely submission of invoices and internal transfer requests to maintain appropriate cash flow
 - Maintenance of financial records to meet institutional, statutory and donor auditing requirements
 - Accurate financial management of all projects

Programme and Operational Management

- Ensure high quality and timely country operation plans are in place ensuring the application of best practices, and organisation policy alignment
- Assume primary responsibility for the overall management of safety and security for the country programme
- Provide overall accountability for the logistical needs of the programme which may include procurement, asset management and fleet management
- Ensure the appropriate ICT support services are in place
- Ensure that each project is monitored, evaluated and adapted as necessary
- Assume overall responsibility for ensuring compliance with safeguarding requirements and good practice
- Ensure that Fauna & Flora fully meets its obligations, including compliance, governance and risk management and support staff with compliance-related initiatives that are in line with Fauna & Flora's mission
- Remain up-to-date on the status of operations and project delivery, bringing risks and issues that may affect operations and delivery swiftly to the attention of HQ

Technical

- Understand and articulate the complexity of conservation and ensure the in-country needs are highlighted and where possible the right expertise is accessed/made available
- Engage in policy dialogue at both the national and international level

Person Specification

	Essential	Desirable
Skills, Knowledge and Experience	• Significant experience developing, leading and delivering organisational or country-level strategies, including results frameworks, monitoring, evaluation and learning, and translation of strategic priorities into operational plans and measurable results • Postgraduate qualification or equivalent professional experience in conservation, natural resource management, international development or related discipline • Experience leading management of conservation or development projects, including planning, budgeting, implementation and reporting • Understanding of conservation or natural resource management issues relevant to the West Africa context • Proven track record of working with national partners, government agencies and local stakeholders, including navigating regulatory and policy frameworks in a cross-cultural context • Excellent programme leadership and people management skills, with ability to coach, motivate and performance manage individuals to achieve excellence • Proven track record of securing significant institutional and/or philanthropic funding and developing successful donor relationships • Extensive experience in donor-funded project delivery, including compliance with grant agreements and donor reporting requirements • Experience ensuring effective oversight of operational functions and compliance with donor, legal, safeguarding, security and organisational governance requirements • Excellent programme and project management skills, including delivery of complex multi-stakeholder initiatives • Substantial financial management experience and numeracy skills, including budgeting, reforecasting and interpreting financial reports	• Relevant experience in West Africa • Experience developing long-term financing mechanisms for conservation programmes, including nature-based finance, carbon finance or trust funds, payment for ecosystem services, or other sustainable financing mechanisms • Demonstrated experience navigating complex or evolving legislative and policy environments relevant to conservation and NGO operations • Experience of developing, managing and overseeing emergency preparedness plans as it relates to staff and programme activities • Experience living and working in remote locations with limited resources and amenities, and content to live in such conditions again for extended periods

	• Excellent communication skills, with the ability to convey complex information clearly to diverse audiences • Excellent English and French language skills • Proven ability to represent an organisation credibly and effectively with senior government officials, donors, partners, private sector stakeholders and international organisations • Demonstrated ability to build, negotiate and sustain complex multi-stakeholder partnerships in challenging operating environments • Experience contributing to policy development, advocacy or influencing processes related to conservation, natural resource governance or community rights • Demonstrated experience managing organisational, programmatic and operational risks, making decisions in complex and uncertain environments and ability to escalate risk appropriately • Experience overseeing safety, security and duty-of-care frameworks for staff and operations in complex environments	
Behavioural qualities	• Demonstrates Fauna & Flora's values • Commitment to inclusive programme of work at national and global levels • Ability to lead the programme independently in a remote setting with logistical constraints • Team player, demonstrating ability to seek out and harness the views and contributions of others • Strategic thinker with the ability to balance long-term vision and operational delivery • Resilient and calm under pressure, particularly in complex or uncertain environments • Highly effective judgement and decision-making skills • Politically astute and culturally sensitive • High degree of personal integrity and accountability • Collaborative leader who empowers diverse teams and partners • Able to influence without direct authority	
Other	• Willingness and ability to travel regularly and at short notice within Guinea and Liberia • Willingness and ability to travel internationally when required	• Full driving license and willingness to drive in West Africa

Fauna & Flora Values

Values underpin who we are and how we act. Just as values shape who we are as individuals, they define us as an organisation, creating the culture of success for which Fauna & Flora is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

- We act with integrity
- We are collaborative
- We are committed
- We are inclusive, supportive & respectful
- We get things done

Fauna & Flora Safeguarding Statement

Fauna & Flora has a zero-tolerance approach to all forms of safeguarding harm. Safeguarding is everyone's responsibility, and all staff and representatives of the organisation are expected to understand their safeguarding obligations.

We carry out safer recruitment practices throughout the application, interview and onboarding processes.

How to Apply

Applications should consist of the following:

- Covering letter explaining why you are applying, relating your experience and skills to the role
- Full CV
- Contact details for two referees (who will not be approached without your permission)

Applications should be submitted electronically to africajobs@fauna-flora.org

Please mark your application '**Country Director, Guinea & Liberia**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Sunday 6 September 2026**.

Interviews are likely to take place during the weeks of **14 September 2026** (1st interview) and **21 September 2026** (2nd interview).

No agencies please.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed candidates. If you do not hear from us within four weeks of the closing date, please assume that you have not been successful on this occasion.

Applicants with Disabilities

Fauna & Flora encourages applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact Michael Omudu, Senior People Adviser, International on michael.omudu@fauna-flora.org.

Fauna & Flora values diversity and is committed to equality of opportunity