



## VACANCY ANNOUNCEMENT

---

**Tuesday, 1<sup>st</sup> December 2020.**

### **The Organization**

OI Pejeta Conservancy (“OI Pejeta”) is the largest black rhino sanctuary in East Africa, and home to two of the world’s last remaining northern white rhino. It is the only place in Kenya to see chimpanzees, in a Sanctuary established to rehabilitate animals rescued from the black market. It has some of the highest predator densities in Kenya, and still manages a very successful livestock programme. OI Pejeta also seeks to support the people living around its borders, to ensure wildlife conservation translates to better education, healthcare and infrastructure for the next generation of wildlife guardians. We are seeking high calibre, self - motivated and dedicated applicant to fill the position of **Head of Security** on a fixed term contract to **30<sup>th</sup> September 2022**. This position is based at OI Pejeta Conservancy in Laikipia, Kenya.

### **MAIN PURPOSE OF THE JOB**

This role will be critical to the successful delivery of a multi-year grant from the Bureau of International Narcotics and Law Enforcement Affairs, US State Government. The purpose of this grant is to expand OPC conservation practices to Mutara Conservation Area (MCA) and beyond. This will be done by securing MCA and the immediate range to enable the protection and migration of wildlife and reducing illegal grazing and human-wildlife conflict.

To ensure effective coordination across all OPC (inclusive of MCA and other strategic neighboring areas) operations, this person will be responsible for:

- The effective management of all of the Security functions of the Organization to safeguard assets, people and wildlife.
- Overseeing National Police Reserve (NPR) armed teams and operations, all general security deployments and operations, the safety and security of visitors and camps, OPC personnel and property.
- Working with third party providers, the Kenya Police, and the Kenya Wildlife Service (KWS) to manage effective security operations, arrange and coordinate regular training programs, as well as the collection, collation and use of actionable intelligence to support the overall security operation.

### **FIELD OF RESPONSIBILITIES**

1. Work with MCA management to support security and working closely with neighboring communities in an effort to fully secure MCA and other strategic neighboring areas.
2. In consultation with the Heads of Department (HODs) and Heads of Unit (HOUs), oversight of a high quality and efficient security operation, across ALL facets of organizational operations in order to effectively protect wildlife, people and assets on OPC, MCA and within neighboring communities
3. Specifically
  - a. Key role – the oversight of the NPR armed teams to ensure well-coordinated intelligence led operations in support of wildlife protection, making sure of 100% adherence to all legal and statutory obligations, that appropriate training is carried out regularly and to the highest possible standards, and that the NPR are always properly equipped, well-motivated and properly led
  - b. oversight of all general security operations including oversight of gates and other revenue collection areas, Conservancy ticketing systems, the safety and security of visitors, camps, OPC employees and

- assets/property. To ensure proper follow up and management of all cases of theft and misappropriation, working closely with all OPC Departments and ensuring criminal prosecutions where necessary
- c. oversight of OPC based intelligence gathering systems, working with third party providers and government agencies to compare and collate actionable intelligence from the wider landscape, particularly in the protection of wildlife (with a focus on rhinos) and OPC assets. Where applicable developing and implementing plans for use of software tools that permit proper analysis of intelligence information
  - d. working with the OPC Technology Department, developing and implementing new technology-based systems (e.g. remote camera monitoring) to enhance the quality and efficiency of security systems across OPC and neighboring areas.
4. The maintenance of all required records relating to security issues, Kenya Police issued firearms, private fire arms and other pertinent issues are maintained in hard and soft copy, and all statutory reporting requirements to third parties (particularly the KWS and the Kenya Police) are met
  5. Represent OPC as required in meetings that concern security management matters locally, maintaining an excellent working relationship with all third-party stakeholders in the management of OPC security operations including the Kenya Police, KWS, county and local administration staff/departments, local politicians, as well as training and intelligence providers, such as 51 Degrees Limited
  6. Support the OPC community outreach program where necessary, particularly in regard to creating awareness on the advantages of wildlife conservation and offering and supporting security operations to the community.

#### PERSON SPECIFICATION

	Essential
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Good written and spoken English</li> <li>• Team player, able to create effective, motivated teams</li> <li>• Proactive requiring minimum supervision, ability to work under pressure</li> <li>• Excellent communicator capable of working closely and effectively with a wide range of people, at a senior level</li> <li>• Good administrative skills, excellent computer skills and capable of working and living in a remote environment.</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Educated to degree level, training on wildlife security operations and at least a diploma in criminology and/or security management or similar in a recognized quality institution.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least 10 years in the field of security, experience in the wildlife protection sector will be an added advantage</li> </ul>

#### APPLICATION PROCESS

Applications, consisting of covering letter explaining why you feel you should be considered for this post, a full CV and contact details for two referees should be sent to [jobs@olpejetaconservancy.org](mailto:jobs@olpejetaconservancy.org) with the email subject as “**HEAD OF SECURITY**”. Please note, only applications that total no more than five pages in length for the CV and cover letter together will be considered.

The closing date for applications is **11<sup>th</sup> December 2020**.

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.

**THE OL PEJETA CONSERVANCY IS AN EQUAL OPPORTUNITY  
EMPLOYER.**

**ALL POTENTIAL CANDIDATES ARE ENCOURAGED TO APPLY.**

**NOTE: ONLY SUCCESSFUL CANDIDATES WILL BE CONTACTED**

---