VACANY ANNOUNCEMENT AT WILDLIFE CONSERVATION SOCIETY (WCS)

About Wildlife Conservation Society (WCS)

WCS stands for wildlife and wild places. As the world's premier wildlife conservation organisation, WCS has a long track record of achieving innovative, impactful results on a scale. We run programs spanning the ocean and over three million biologically critical square miles in nearly 50 countries. We build on a unique foundation: Our reach is global; we discover through best-in-class science; we protect through on-the-groundwork with local and Indigenous people; we inspire through our world-class zoos, aquariums, and education programs; and we leverage our resources through partnerships and powerful policy influence. Our 5,000 diverse, passionately committed team members in New York City and worldwide work collectively to achieve our conservation mission, for more information visit us at www.wcs.org

WCS Uganda is seeking to recruit competent persons to fill the following position

Job Title	**: Country Biodiversity Research and Management Coordinator**
Reports to:	Country Director
Positions Managed:	NA
Location:	Kampala, Uganda
Country Program/Sector:	WCS Uganda
Position Type:	One Year Full time employment
Coordinates with:	Country Program team and technical support teams, CMP Site Managers, Regional Conservation Impact Manager.

Job purpose

The **Biodiversity Research and Management Coordinator** will lead the support the development of species strategic action plans, and coordinate biodiversity assessments, research and monitoring planning at landscape level. He will work closely with the country director, Collaborative Management Partnership (CMP) Site managers, regional staff, and WCS Global thematic leads to ensure biodiversity assessments in Ishasha sector, QEPA and Murchison Falls Protected Area as well as species conservation plans are developed and data and information needed for conservation of wildlife and ecosystems is collected and analysed to inform management decisions.

Major Responsibilities

- Lead scientific research, assessment and monitoring of biodiversity and ecological processes.
- Develop and implement biodiversity research frameworks, monitoring protocols, and survey designs (such as distance sampling, occupancy modeling, or Spatially Explicit Capture-mark-Recapture)
- Compile baseline information for MFPA and Ishasha sector, QEPA CMP to support the development of the Biodiversity Management Plan(s).
- Support CMP staff to develop and implement Ishasha sector, QEPA CMP Management Plan in line with internationally recognized best practices
- Coordinate the implementation of Nothern Albertine Rift Chimpanzee Plan in MSL.
- Lead the development and oversee the compilation of biodiversity baseline information and data for Ishasha sector, QEPA CMP and Murchison Falls Protected Area;
- Work with the Country Director to design and implement baseline biodiversity assessments in Ishasha sector, QEPA
- Analyse biodiversity and ecosystem data and information to inform program design and implementation of activities in Ishasha sector, QEPA and Murchison Falls Protected Area.

Other responsibilities

- Participate in CMP implementation performance evaluations and assessments with specific reference to biodiversity
- Support the elephant collaring in Murchison Falls Protected Area and monitoring project, including data collection, analysis and reporting to TEPU and UWA.
- Liaise with Ishasha sector, CMP and Country Office staff to ensure coherent biodiversity measurement metrices, conservation outcomes and targets are developed.
- Work closely with the country director and other technical staff to write and publish articles in peer-reviewed journals.
- Participate in biodiversity-related engagements championed by UWA Conservation NGOs such as the Northern Albertine Conservation Group (NARCG) focusing on MSL and GVL.
- Assist in securing research permits and Institutional Review Board Approvals
- Prepare reports and information for the WCS strongholds impact platform
- Support in the identification of specialized short term technical assistance services for biodiversity management pillar.
- Prepare reports for the central government of Uganda on a need basis.
- Coordinate with the academia, researchers and government institutions involved i biodiversity research and monitoring.
- Represent WCS on the national flagship species technical committees (e.g., Large Carnivore, and Chimpanzee committees) established by the government of Uganda.
- Represent WCS on the landscape level biodiversity technical working groups such as Biodiversity Finance (BIOFINI)
- Participate in proposal development and grant writing.

Minimum Requirements and Job Skills:

- Master of Science Degree in Wildlife Management, Natural Resources Management, Quantitative ecology, Conservation Biology or related discipline is MUST. PhD in Integrative biology and ecology, and Wildlife behavior will be an added advantage.
- At least 10 years of professional experience in biodiversity conservation research and monitoring.
- Work. Specific work experience in the GVL and MSL landscapes is a strong requirement.
- Previous work experience or engagement with sector agencies (including National Forest Authority, Uganda Wildlife Authority, National Environment Management Authority, The Ministry of Tourism Wildlife and Antiquities, etc.) is an added advantage.
- Proficiency in statistical software (e.g., R, Python, DISTANCE) and GIS (Geographic Information Systems) mapping.
- Familiarity with species monitoring tools and conservation databases (such as SMART Survey or BAMS).
- Experience in working with civil society organizations, academia, research institutions and the private sector is an added advantage.
- Demonstrated knowledge and experience in training is required.
- Evidence of publication in peer-reviewed journals is a required.

Other Skills and Competences:

- Highly developed conceptual, analytical and innovative problem-solving ability.
- Strong oral and written communication skills.
- Excellent interpersonal skills and ability to establish and maintain effective working relations with people in a multi-cultural, multi-interest, multi-ethnic environment;
- Must be detail-oriented and have the ability to multi-task under limited supervision;

Preferred requirements:

- Frequent travel to the CMP sites
- Ability to work independently with minimum supervision
- Professional proficiency in local languages
- Strong teamwork and interpersonal skills.

HOW TO APPLY

Candidates who meet the application criteria should login into this link to apply Country Biodiversity Research and Management Coordinator at Wildlife Conservation Society — Kampala,…

Please ensure you attach all relevant documents by **November 18th 2026.** Full description of the vacancies can be accessed on our website: https://uganda.wcs.org/Opportunities.aspx

Applications will be reviewed on a rolling basis and we encourage candidates to apply at the earliest convenience.

WCS is an equal opportunity employer, and the organisation complies with all employment and labour laws and regulations that prohibit discrimination in hiring and ensures that candidates from all backgrounds are fairly and consistently considered during the recruitment process. We are dedicated to hiring and engaging in a diverse workforce. We are committed to cultivating an inclusive work environment and look for future team members who share that same value. The organisation provides equal employment opportunities for all qualified candidates. The organisation does not discriminate for employment based on gender, race, ethnicity, religion, colour, national origin, sex, age, disability, marital status, sexual orientation, citizenship status, caste, genetic information or any other covered status or characteristic protected by laws and regulations, and similar categories. WCS e*mployment is subject to code of conduct policy and other policies including background checks.* WCS does not charge any kind of fee throughout the recruitment process and does not act through recruitment agents.

It is everyone's responsibility to ensure that we do not tolerate discrimination or harassment based upon a person's membership in one of these protected categories in areas such as recruitment, selection, job assignment, supervision, training, promotions, job grading, transfers, termination, compensation, benefits, educational opportunities, WCS-sponsored recreational activities and facilities. The organisation complies with the spirit and intent of relevant local laws and WCS's employment policies, assignment, supervision, training, promotions, job grading, transfers, termination, compensation, benefits, educational opportunities, WCS-sponsored recreational activities and facilities.