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 a competent person to fill the following position

Job Title:	**Biodiversity Research Officer (1 Vacancy)**
Reports to:	Country Biodiversity Research and Management Coordinator
Positions Managed:	N/A
Location:	Kampala, Uganda
Country Program/Sector:	WCS Uganda
Scope/Capacity:	Country
Position Type:	Full-time
Coordinates with:	Ishasha CMP Biodiversity Management Lead, MEAL Manager, APAMU team, UWA research and monitoring unit

Job purpose

The Biodiversity Research Officer position is primarily responsible for research, ecological monitoring, biodiversity management and providing scientific evidence-based information to inform protected area management and conservation. The Biodiversity Research Officer will support the generation, management, analysis and application of scientific information to inform biodiversity conservation and protected-area management in Uganda. The position will lead and support ecological research, wildlife population monitoring, habitat assessments and species-specific studies, particularly in Murchison Falls Protected Area (MFPA) to strengthen evidence-based conservation planning and management.
The officer will coordinate field-based research activities, supervise research teams, analyse ecological data and prepare technical reports and scientific products to inform conservation interventions. The position will also support wildlife monitoring systems, human-wildlife conflict assessments, wildlife crime-related research and ensure effective collaboration with Uganda Wildlife Authority (UWA), research institutions and other conservation partners.
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Major Responsibilities

1. Biodiversity research and ecological monitoring

- Participate in the design, coordinate and conduct large mammal and plants surveys, habitat assessments, and ecological monitoring in protected areas and WCS priority landscapes.
- Contribute to the development and implement research protocols, methodologies and data collection tools for monitoring priority wildlife species and ecosystems.
- Monitor priority and threatened species, including elephants to generate information that informs species conservation and protected-area management.
- Assess habitat conditions, ecological changes and threats affecting biodiversity.
- Supervise field teams, research assistants during biological surveys and species monitoring in MFPA.
- Participate in UWA and its partners-led research and monitoring activities in MFPA.
- Provide on-site technical support to the application of EarthRanger in MFPA

2. Wildlife management and human-wildlife conflict research

- Monitor elephant movements, ranging behaviour, feeding ecology and population demographics in MFPA.
- Monitor the effectiveness of the electric fence and other Human Wildlife Conflict (HWC) mitigation measures
- Work closely with Country Biodiversity Research and Management Coordinator to profile and map the communities around MFPA.
- Generate evidence on wildlife movements, conflict hotspots and factors contributing to human-wildlife conflict.

3. Wildlife crime research and law enforcement assessments

- Collaborate with the WCS global CWT team and relevant partners to collect, analyse and interpret wildlife crime-related data and information for MFPA.
- Coordinate EarthRanger-led Law Enforcement (LE) effectiveness assessment studies to inform the design and implementation of a robust and scalable LE model for Murchison Falls Protected Area
- Contribute to the analysis of relevant spatial, ecological and operational information to support evidence-based law enforcement planning.
- Provide technical research support to conservation partners and protected-area management authorities.

4. Field research coordination and stakeholder engagement

- Plan and coordinate field research activities, including workplans, field schedules, budgets, logistics and research resources.
- Supervise and provide technical guidance to field researchers, research assistants and other field personnel.
- Collaborate with academia, research institutions and technical experts in biodiversity management and conservation.
- Support community profiling, stakeholder mapping and identification of strategic conservation partners within priority landscapes.

5 Data analysis, validation and reporting

- Ensure that biological and other data and information collected is entered in the WCS database
- Write technical reports, concept notes, briefing documents to inform conservation management and policy.

- Disseminate research findings to relevant stakeholders to support evidence-based conservation decision-making.

6. Resource mobilisation and programme support

- Contribute to the development of research proposals, concept notes and grant applications.
- Identify research opportunities and partnerships that support WCS Uganda's biodiversity conservation priorities.
- Contribute to programme planning, budgeting, implementation and reporting.
- Work closely with the Country Biodiversity Research and Management Coordinator to align research activities with programme objectives and conservation priorities.

Minimum Requirements and Job Skills:

- A Master's degree in ecology, environmental science, conservation biology, natural resource management or a related field qualification in a relevant discipline (e.g. bioinformatics, biometrics or quantitative ecology).
- A minimum of five years of professional experience relevant to the responsibilities listed above, with experience in biological research and monitoring in protected areas in Uganda.
- Demonstrated ability to manage field teams and deliver high-quality reports under tight deadlines.
- Demonstrated experience in activity planning, field budget management and accounting.
- Experience in wildlife population estimation, ecological surveys and biodiversity monitoring methodologies.
- Knowledge of wildlife ecology, habitat assessment and conservation management.
- Experience in designing field research protocols, data collection tools and monitoring frameworks.
- Sound knowledge of Ms Office packages, R statistical software, ArcGIS/ Quantum GIS.
- Experience working as part of a multicultural team experience.
- Experience collaborating with diverse stakeholders, including UWA, district local governments, Conservation NGOs, community organizations, and technical partners.
- Excellent oral and written communication skills in English
- Strong interest in conservation and commitment to the mission of the Wildlife Conservation Society.
- Strong teamwork and interpersonal skills.

Preferred requirements:

- Familiarity with wildlife monitoring platforms such as EarthRanger, where applicable.
- Understanding of research ethics, research permits and relevant wildlife research regulations in Uganda.
- Frequent travel to the MFPA
- Ability to work independently with minimum supervision
- Local languages proficiency, particularly Runyoro and Swahili.

HOW TO APPLY

Candidates who meet the application criteria should login into this link to apply Biodiversity Research Officer at Wildlife Conservation Society — Kampala, Central Region, Uganda | L…

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.