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**Senior Technical Specialist (Protected and Conserved Areas)**

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| **Job level** | Level 4 | **Reports to** | Monitoring & Technology Programme Manager |
| **Directorate** | Conservation & Policy | **Function** | Monitoring & Technology |
| **Contract** | 1-year fixed-term contract | **Location** | Regent’s Park, London, or ZSL’s registered offices in Thailand, Philippines, Nepal, Kenya, or Cameroon. |

**Responsibility for resources**

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| **Direct line reports** | None but supervision of consultants, volunteers and interns may be required. | **Responsibility for other resources** | Confidential information relating to budgets and people as well as sensitive security data. |
| **Financial resources** | Responsibility for project budgets |

**Our vision and mission**

The Zoological Society of London (ZSL) is an international conservation charity, driven by science, working to restore wildlife in the UK and around the world. Our vision is a world where wildlife thrives and every role, every person in every corner of ZSL has one thing in common – we are all conservationists, and passionate about restoring wildlife.

**Purpose of the role**

The role of the Senior Technical Specialist (Protected and Conserved Areas) is to lead the Protected and Conserved Areas (PCA) workstream within ZSL’s Monitoring & Technology Programme (MTP), supporting efforts across ZSL and its partner networks to improve the management effectiveness of area-based conservation at local, national, and global levels. The post-holder will empower people living and working in protected and conserved areas to conserve biodiversity more effectively through data-driven planning, monitoring, assessment, and adaptive management approaches, and help advance the global use and impact of key decision support tools such as SMART, METT, and the Conservation Standards.

The Senior Technical Specialist’s work will span three main areas:

1. **Supporting site-level PCA work** by ZSL country teams and implementing partners, including activities such as ranger-based and community-based monitoring via SMART, effectiveness assessment via METT, and management planning;
2. **Driving effective, integrated PCA support and tool use at national levels** to help countries meet management effectiveness targets under the Global Biodiversity Framework (GBF);
3. **Leading global capacity building initiatives** under the SMART Partnership’s capacity directorate, including the development of SMART training materials, best practice guidance, and methods for assessing the effectiveness of SMART implementation.

**Key responsibilities**

* Lead delivery of MTP’s Protected and Conserved Area projects, in collaboration with internal teams and external partners.
* Lead provision of relevant technical advice, training, and support to staff, communities, and implementing partners in ZSL and non-ZSL supported protected and conserved areas, and to national management authorities.
* Lead development of best practice guidance, training materials, and learning content for improving management effectiveness of protected and conserved areas.
* Lead support for design, implementation, and refinement of site-level and national-scale PCA monitoring and assessment systems (via, e.g., SMART, METT, etc.)
* Contribute to the development and integration of tools and frameworks that support adaptive conservation management in PCA, including SMART, METT, and others, with specific responsibility for leading development of methods for assessing SMART effectiveness.
* Identify opportunities to expand and improve ZSL’s PCA support work, including contributing to project design and fundraising proposals, in collaboration with ZSL colleagues and external partners.
* Facilitate collaboration and coordination across ZSL around effective PCA monitoring and management and promote sharing and use of best practice.
* Provide strategic and technical input to, and support engagement with, key PCA partnerships and fora, including, but not limited to, the SMART Partnership, and IUCN WCPA.
* Contribute towards the publication of peer-reviewed papers and technical publications.
* Oversee relevant project budgets and ensure responsible, transparent financial and operational management.

The duties and responsibilities described are not a comprehensive list and additional tasks

may be assigned from time to time that are in line with the level of the role.

**Person Specification**

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| Experience | |
| Essential | * Significant experience managing conservation projects, particularly in or for protected and conserved areas. * Proven experience designing and implementing monitoring systems for conservation projects. * Experience delivering technical training and capacity development in conservation or related fields * Experience in designing or implementing frameworks for evaluating the effectiveness of conservation interventions * Experience working in collaboration with national authorities, NGOs, and international conservation partnerships. * Experience authoring technical guidance materials, training guides, best practice resources, and/or peer-reviewed publications. * Experience with fundraising, proposal development, or donor engagement. |
| Desirable | * Experience supporting PCA management planning processes. * Experience supporting ranger-based monitoring and patrol management. * Experience supporting participatory conservation or governance in protected and conserved area contexts (e.g. community-based monitoring, governance assessment). |
| Knowledge and skills | |
| Essential | * Strong understanding of conservation area monitoring platforms (e.g., SMART, EarthRanger). * Strong understanding of PAME tools (e.g., METT, RAPPAM, IMET) * Strong understanding of adaptive management frameworks relevant to PCAs (e.g., Conservation Standards.) * Knowledge of global conservation frameworks and PCA standards (e.g., Global Biodiversity Framework, IUCN Green List) * Strong facilitation and communication skills, including cross-cultural communication. * Ability to manage projects and partnerships independently and to collaborate within multidisciplinary teams. * Competence in using GIS and mobile data collection apps, or conservation tech platforms |
| Desirable | * Fluency in a second language relevant to ZSL’s work (e.g., French, Portuguese, Spanish, Thai) |
| Additional requirements | |
| Essential | * This role may require international travel, up to 45 days per year. * Willingness to work flexible hours to accommodate international collaboration and occasional field visits. * To comply with and promote Health and Safety policies and procedures. |