CHEETAH CONSERVATION FUND

Job Title: Animal Operations and Conservation Training Manager

Posted: 20 Nov 2026
Closing: 10 Dec 2026

Reports to: Executive Director and General Manager

Job Status: Full time, 45 hours per week (1.5 days off), cross-departmental management position. Additional hours may be required.

Location: Cheetah Conservation Fund Conservation, Education and Research Centre, 44km outside of Otjiwarongo, Namibia

Salary: Based on qualifications and experience

Job Overview: CCF Namibia currently cares for approximately 25 permanent resident and releasable cheetahs, as well as a population of Livestock Guarding Dogs and small stock that form part of our Model Farm and Human-Wildlife Conflict Mitigation Programme. The successful candidate will provide specialist leadership across animal husbandry, welfare, conservation operations and professional development.

Working collaboratively with the Cheetah Department, Livestock Guarding Dog & Model Farm teams, conservation staff and education personnel, the post holder will ensure the highest standards of animal husbandry, welfare and daily management across CCF's animal operations, while developing structured training programmes for staff, interns and volunteers.

The role combines advanced practical animal management with conservation science, operational leadership, professional teaching, capacity-building and conservation communications.

Responsibility and Duties:

1. Animal Operations, Husbandry and Welfare:
   - Oversee and support high standards of animal husbandry, welfare, nutrition, enrichment and behavioural management across CCF's daily animal operations.
   - Apply specialist knowledge of carnivore behaviour, captive management, conservation breeding and positive-reinforcement training.
   - Develop, review and implement standard operating procedures, husbandry protocols, welfare assessments and operational checklists.
   - Assist with animal rehabilitation, veterinary interventions and preparations for release where appropriate.
   - Provide practical leadership, supervision, mentoring and technical support to animal care and kraal staff, interns and volunteers, ensuring daily operations meet established husbandry, welfare and safety standards.
   - Engage with visitors and guests through visitor experiences, Model Farm tours, farmer training and student education programmes.
   - Oversee livestock and Livestock Guarding Dog (LGD) management, including behavioural assessments, routine preventative healthcare and preparation for farm placements.
   - Monitor breeding programmes for both small-stock and livestock guarding dogs, including record-keeping and breeding recommendations.
   - Ensure facilities, fencing and handling areas are maintained in a safe, secure and functional condition.
   - Assist with the management of feed inventories, ordering supplies and equipment maintenance.

2. Conservation Programmes, Training and Communications:
   - Support the development, implementation and evaluation of conservation programmes, including research, monitoring and impact assessment.
   - Contribute to conservation strategy, project planning, grant applications, donor reporting and funding proposals, including the development of evidence-based management recommendations.
   - Design, deliver and evaluate specialist training programmes, educational resources and professional development opportunities for staff, interns and volunteers.

- Support CCF's communications, marketing and public engagement activities, including social media content creation, conservation storytelling and promotional campaigns.
- Collaborate across departments to strengthen conservation partnerships, community outreach and knowledge sharing.
- Support wildlife conservation fieldwork, ecological monitoring, data collection and the application of research findings to conservation management.
- Undertake other duties as assigned by the supervisors.

Qualifications:

Essential Requirements:

- A minimum of six years' practical animal husbandry experience, preferably involving carnivore species and working dogs.
- Master's degree in animal sciences, zoology, conservation biology, environmental education, wildlife management or a related discipline.
- Demonstrated experience developing and implementing specialist animal management and conservation training programmes, including coordinating and mentoring staff, interns and volunteers, and transferring technical knowledge and practical skills to local teams.
- Demonstrated experience in supervising animal care teams, managing daily operations and maintaining animal welfare standards.
- Calm demeanour, excellent interpersonal and communication skills, fluency in written and spoken English and the ability to live and work collaboratively in a multidisciplinary team.
- High level of responsibility, initiative and professional accountability.
- Clean driving licence and the ability to operate manual transmission vehicles.
- Strong organisational, administrative and record-keeping skills.
- Ability to work independently, prioritise competing responsibilities and solve operational problems.
- Physically fit and comfortable working outdoors in all weather conditions.

Preferred Qualifications:

- Professional teaching qualification or demonstrable experience in curriculum development, training or coaching delivery and assessment.
- Experience managing multidisciplinary conservation projects, including scientific research, grant development, fundraising, donor reporting and international collaboration.
- Experience implementing positive-reinforcement training, particularly for veterinary and husbandry procedures.
- Proficiency in ZIMS, Microsoft Office and Google Workspace.
- Experience with small-stock breeding and production systems.
- Experience in the husbandry, behavioural management and training of a range of animal species, including carnivores, working dogs and livestock.
- Knowledge of livestock health, nutrition and parasite control.
- Experience developing animal husbandry protocols, training materials and operational procedures.
- Experience in conservation communications, digital marketing, social media management and public engagement.

If you meet the qualifications and wish to apply, forward a .pdf of your CV and a letter explaining your interest to jobs@ccfnamibia.org . Email applications only: phone/fax/mail applications will be ignored.