

PROJECT MANAGER – GASHAKA ANI PROJECT (GAP)

Gashaka Gumti National Park, Nigeria

Position Description: Nigeria's largest protected area, Gashaka Gumti National Park (GGNP) is located on the border with Cameroon. The park is a Key Biodiversity Area of international significance with exceptional biodiversity, including diverse flora and fauna and is a UNESCO Tentative World Heritage Site. The park hosts one of West Africa's largest populations of the endangered Nigeria-Cameroon chimpanzee, giant and white-bellied pangolins, leopards, golden cat, forest buffalo, and the Adamawa mountain reedbuck. However, the park is threatened by illegal cattle grazing, poaching, artisanal mining and the expansion of farms and settlements. Africa Nature Investors (ANI) Foundation has signed a 30-year co-management Partnership Agreement with the National Park Service of Nigeria (NPS) to protect and develop the park - the Gashaka ANI Project (GAP).

We are seeking an exceptional Park Manager (PM) to lead Nigeria's largest protected area. The successful candidate will provide leadership and coordination to a multidisciplinary management team, overseeing strategy execution, law enforcement, stakeholder engagement, financial performance, infrastructure development, tourism operations, research and organisational culture. Conservation knowledge is an advantage, but the ability to lead, manage and coordinate a team and deliver in a demanding operational environment is the core requirement.

Hierarchy: Reports directly to the Executive Director and Local Organizing Committee (LOC).

Based at: Gashaka Gumti National Park, Taraba and Adamawa states, Nigeria

Overall Purpose:

- The PM will be responsible for the overall operational management and smooth running of the Gashaka ANI Project (GAP) with an emphasis on promoting and maintaining a cordial and effective relationship with the NPS. This will be done in alignment with the Partnership Agreement, ANI Foundations' strategic objectives and 10-year management plan for the park.
- The Project Manager will lead and coordinate the multidisciplinary Gashaka ANI Project Management Team (GAPMT) established to give financial, technical and management support to the park. This team is responsible for law enforcement, community engagement, research, human resources, finances, infrastructure development and logistics.
- He/she will oversee the delivery of project activities according to an annual work plan agreed by the GGNP Local Organizing Committee (LOC) and will assist with detailed reporting to donors on funds spent.

Experience and Qualifications:

We are seeking a general park manager with demonstrated leadership and operational capability to run a complex, multi-disciplinary organisation in a demanding environment. Experience in conservation, natural resources, or related sectors is an advantage but transferable leadership from comparable settings is equally valued.

- A degree in Business, Finance, Public Administration, Natural Resource Management, Tourism, Conservation or a related discipline.
- At least 10 years of senior leadership experience managing complex organisations, business units or large-scale operations.
- Experience of leading multidisciplinary teams in challenging and remote environments.
- Strong financial, commercial and operational management capability and experience.
- Proven ability to manage senior stakeholder relationships, including government officials, boards, donors, private partners and community leaders.
- Experience managing donor-funded programmes or public-private partnerships in relation to tourism, conservation, and infrastructure development.

- Strong strategic thinking, communication and decision-making skills.
- Project management experience delivering capital/operational projects on time and budget
- Good analytical and report writing skills and fluent in all aspects of English
- Ability to use computer word processing and spreadsheets
- Minimum 45 years of age

Qualities:

- Strong leadership qualities to manage a team of Managers and a large number of junior staff (minimum of 200 permanent staff) include both park rangers and Support Staff.
- A Team player with excellent interpersonal and communication skills
- Experience of working in Africa and of living remotely in wilderness areas.
- Very self-disciplined with ability to work independently and without constant supervision.
- Highly resilient, adaptable and result oriented
- Excellent negotiating and interpersonal skills
- High personal and work standards with an attention to detail and quality.
- Ability to achieve objectives in low-resourced environment for extended periods.
- High levels of resilience, adaptability and personal integrity.

Responsibilities:

The Project Manager is accountable for the overall leadership and performance of the Gashaka ANI Project requiring proven executive capability across five integrated management domains: Strategic Leadership, Operational Excellence, Financial Stewardship, People Leadership and Stakeholder Governance.

1. Strategic Leadership and Planning

- Develop and execute the park strategy in alignment with the Partnership Agreement, ANI's strategic objectives and the 10-year park management plan whilst maintaining a cordial and effective relationship with the NPS.
- Translate strategic priorities into measurable operational outcomes, including annual activity plans, capital and operational budgets.

2. People Leadership

- Lead and develop a high-performing multidisciplinary leadership team to deliver the park's strategic, operational and financial objectives.
- Hold regular monthly inter-departmental management and grievance committee meetings to promote coordination and embed a strong organisational culture grounded in accountability, integrity, and performance.
- Recruit, manage, and evaluate contracted staff, while supporting career development and succession planning, championing the development of local talent and succession pipelines.

3. Operational Excellence

- Oversee effective management of all park operations including logistics, construction, anti-poaching operations, community, research and monitoring programmes.
- Oversee implementation of annual work plans and major capital projects.
- Ensure resources, systems and processes are aligned to deliver strategic objectives.
- Ensure all activities are conducted in accordance with ANI's policies and standard operating procedures.

4. Financial Management and Sustainability

- Take full accountability for the park's financial performance, annual budgets, compliance, financial discipline, controls, and resource allocation - ensuring financial reports and reports to funders are completed on time and in the desired format
- Ensure strong governance, compliance and risk management practices.
- Ensure rigorous procurement compliance and financial controls across all departments.
- Provide accurate financial and operational reports to the Executive Director, GGNP Local Organising Committee (LOC), and relevant stakeholders.

5. *Stakeholder Management*

- Serve as the principal representative of the park with government authorities, donors, local communities, traditional leaders, private sector partners and other stakeholders.
- An emphasis on developing a cordial and effective relationship with both local and State Government and Traditional Leaders.
- Build strategic partnerships that strengthen the long-term success of the protected area.

6. *Conservation and Community Impact*

- Ensure the protected area delivers measurable ecological and socio-economic impact.
- Support initiatives that improve livelihoods, create employment opportunities and strengthen community partnerships

Any other duties as may be required from time to time.

Time-off cycle: The work rotation is 90/30 days for expatriates and 60/14 days for Nigerian nationals.

Salary: Competitive

Start Date: November 30th, 2026

Other benefits: All transport, accommodation and meals while travelling between the workplace and home. Accommodation and meals are provided on site including health insurance.

Applications should consist of a CV and cover letter as one single pdf document outlining relevant leadership. The CV should list three independent professional referees. Contact details for previous employers should also be provided. Applications should be sent to recruitment@ani-nigeria.org no later than October 17th 2026. The subject of your email and application should be the position you are applying for.