



VACANCY ANNOUNCEMENT

POSITION : Camp Manager
ORGANISATION : African Parks – South Sudan
LOCATION : Maruwa Hills Tented Camp-Boma National Park
REPORTING TO : Special Project Manager
DURATION : One Year Renewable
EXPECTED START DATE : 27 May 2026



BACKGROUND:

African Parks is a non-profit conservation organization that takes on the complete responsibility for the rehabilitation and long-term management of national parks in partnership with governments and local communities. We currently manage 22 national parks and protected areas in 12 countries covering over 20 million hectares in: Angola, Benin, Central African Republic, Chad, the Democratic Republic of Congo, Malawi, Mozambique, Republic of Congo, Rwanda, Zambia, Zimbabwe and South Sudan.

Boma and Bandingilo National Parks are located in South Sudan's equatorial region with a combined area of 30,000 KM². The parks host the largest wildlife migration in the World that covers over 120,000 KM², and provides habitat for large populations of hartebeest – Buffalo – Elephant – Giraffe & Lions.

JOB OVERVIEW:

Maruwa Hills tented camp is a 12 bedded, tented camp in a remote area of central Boma National park. The camp is a tourism pilot project in an area with no previous tourism development.

The Camp Manager is responsible for the overall management and smooth operation of the tourism camp, ensuring high standards of guest satisfaction, safety, and service delivery. This role involves overseeing daily camp activities, supervising staff, managing resources, and maintaining facilities to create a welcoming and well-organized environment for guests. The Camp Manager also ensures compliance with operational policies, health and safety standards, and environmental guidelines while promoting a positive and memorable guest experience.

MAIN ROLES & RESPONSIBILITIES:

1. Human Resource Management

- Oversee the management of all camp staff, including daily supervision and performance monitoring.
- Manage staff discipline, duty rosters, leave approvals, and welfare.



- Ensure timely processing of medical reimbursements and adherence to HR policies and documentation.
- Promote a positive, professional, and productive work environment.

2. Guest Experience & Hospitality

- Ensure exceptional guest experiences through warm, personalized, and professional hosting in line with the camp's ethos.
- Maintain a balance between guest privacy and attentive service.
- Address guest needs and special requests promptly and within reasonable limits.
- Foster a welcoming and memorable atmosphere for all visitors.
- Have a clear oversight of Food and beverage services and quality.
- Actively work on developing additional activities and knowledge of the local environment

3. Safety & Security Management

- Ensure the safety and security of all guests, staff, and camp assets.
- Implement and enforce safety protocols, including escorted movement of guests at night.
- Monitor and maintain effective security systems and procedures in accordance with the park's security and reporting protocol

4. Inventory & Stock Control

- Manage procurement, storage, and usage of consumables, equipment, fuel, and linen.
- Maintain accurate stock records and implement control systems to prevent theft, loss, or wastage.
- Ensure optimal stock levels are maintained at all times.

5. Environmental Stewardship

- Uphold environmentally responsible camp operations in line with organizational values and conservancy guidelines.
- Promote sustainable practices such as responsible firewood usage, eco-friendly waste disposal, and conservation of natural resources.
- Ensure respect and protection of surrounding wildlife, vegetation, and ecosystems.

6. Housekeeping & Laundry Operations

- Supervise housekeeping and laundry functions to ensure the highest standards of cleanliness and presentation.
- Conduct regular inspections and provide staff training to maintain quality service delivery.
- Ensure attention to detail in all guest accommodations and camp areas.



7. Maintenance & Asset Management

- Ensure proper maintenance of all camp infrastructure and equipment, including tents, furniture, plumbing, electrical systems, and vehicles.
- Coordinate timely repairs and preventative maintenance schedules to minimize downtime and ensure safety.
- Ensure fire breaks are meticulously enforced

8. Camp Development & Aesthetics

- Identify and implement opportunities for camp improvement and beautification.
- Oversee landscaping, décor enhancements, and infrastructure upgrades within approved budgets and management guidelines.

9. Stakeholder Engagement

- Maintain effective communication and relationships with state authorities, community representatives, local communities in general
- Represent the camp professionally in all external engagements.

10. Organizational Culture & Values

- Uphold, promote, and integrate the organization's ethos and core values into all aspects of camp operations.
- Lead by example to ensure alignment of staff behavior and service delivery with company standards.

11. Financial & Budget Management

- Oversee the camp's operational budget and control costs effectively.
- Monitor basic financial performance, including revenues and expenditures.
- Ensure efficient use of resources while maintaining high service standards.

12. Legal & Regulatory Compliance

- Ensure compliance with all applicable local laws, licenses, insurance, and labor regulations.
- Maintain health, safety, and hygiene standards in line with legal requirements.

13. Operations & Logistics Management

- Coordinate all daily camp operations to ensure efficiency and smooth service delivery.
- Oversee transport, supply chain, guest itineraries, and operational logistics.



- Proactively identify and resolve operational challenges.

14. Quality Assurance & Continuous Improvement

- Implement and monitor service quality standards across all departments.
- Collect and analyze guest feedback to drive continuous improvement.
- Ensure consistency in guest experience and service delivery.

15. Crisis & Emergency Management

- Lead response efforts during emergencies (medical, weather-related, security, fire, etc.).
- Ensure staff are trained and prepared for emergency procedures.
- Maintain and regularly update contingency and emergency response plans.

16. Marketing & Reputation Management

- Support marketing initiatives, including social media and brand positioning.
- Ensure the guest experience aligns with brand standards and expectations.
- Encourage positive guest reviews and maintain a strong reputation.

EDUCATION AND EXPERIENCE:

- Diploma or Degree in Management, Hospitality, Tourism, or a related field is mandatory for work permit.
- Minimum of 5 years' experience in camp or lodge management in a remote or wilderness tourism environment.
- Knowledge of health, safety, and environmental standards.
- Experience in budgeting and basic financial management is an advantage.
- Fluency in English; additional languages are an advantage
- Proven ability to deliver high standards of guest service and manage day-to-day operations effectively.
- Basic knowledge of camp maintenance

SKILLS & COMPETENCIES:

- Strong leadership skills with experience supervising and motivating diverse teams.
- Excellent customer service skills and ability to build and maintain strong relationships with guests, staff, and stakeholders.
- Strong communication, negotiation, and problem-solving skills.
- Good computer skills (e.g., MS Office and relevant management systems) and solid organizational and analytical abilities.



REPORTING

- **Reports to:** Special Project Manager (SPM)
- **Indirect Reporting / Oversight:** Park Manager

Internal Working Relationships

- All camp staff (including housekeeping, kitchen, maintenance, security, and guiding teams)
- Head office departments (Human Resources, Finance, Operations, Procurement, and Reservations, where applicable)

External Relationships

- State/County commissioner's office
- Local community leaders
- RRC representative
- Suppliers, contractors, and service providers
- Guests and tour operators

WORKING CONDITIONS:

- Location-Maruwa Tented Camp in a remote area with limited resources; must be adaptable and inventive.
- Must be adaptable to changing schedules and operational requirements.

HOW TO APPLY:

Interested Candidates to submit a cover letter detailing their experience and motivation to the position, along with an updated CV to ssrecruitment@africanparks.org or hand delivery to **African Parks Offices Juba-Pibor / Boma National Park** by **Tuesday, 19 May 2026**. Please mention the position name in the subject line of the email.

In case you do not hear from us within two weeks after the closing date, this means that your application was not successful. We thank you for your interest in working for African Parks.

*Labour card is the
one of requirement.*

