



**POSITION** : Safeguards Manager  
**ORGANISATION** : African Parks – South Sudan  
**LOCATION** : Boma/Badingilo National Parks  
**REPORTING TO** : Regional Operations Manager  
**Duration** : Two (2) Years  
**EXPECTED START DATE** : As Soon As Possible

SD-H-3

Approved by Senior Inspector

MOL/RSU

*[Signature]*

22/09/2025



**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 Badingilo National Parks are located in South Sudan's equatorial region with a combined area of 30,000 KM<sup>2</sup>. The parks host the largest wildlife migration in the world, covers over 120,000 KM<sup>2</sup>, and provide habitat for large populations of hartebeest, buffalo, elephant, giraffes and lions.

**JOB OVERVIEW:**

The Safeguards Manager will contribute to embedding a conservation approach that is consistent with international human rights, and with safeguards standards, with both internal and external stakeholders. This role requires an understanding of international human rights, and safeguards frameworks, with an emphasis on the specific issues that apply to the conservation sector in South Sudan.

**MAIN ROLES & RESPONSIBILITIES:**

- Conduct South Sudan-based research, data collection, analysis, monitoring, fact-finding, and documentation related to the safeguards arena.
- Proactively identifying human rights implications of business plans and develop consistent and adaptable plans with parks to address them in line with AP HO guidelines and policies, national and international laws standards and methodologies on human rights.
- Integrate safeguards implications from Environmental and Social Action Plans (ESAP) and align responses with AP safeguards policies.
- Provide technical assistance for community-level conflict prevention and resolution frameworks, including operationalizing a grievance mechanism accessible to all stakeholders.
- Train and establish a functional grievance mechanism for park staff.





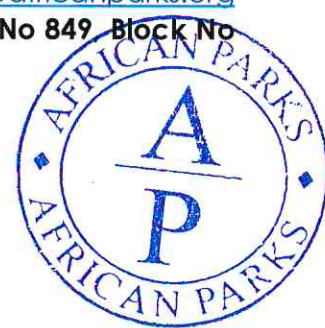
- Work closely with Park Management to review, investigate, and resolve complaints, ensuring accountability and follow-up.
- Ensure Free, Prior and Informed Consent (FPIC) processes guide community engagement and land use planning.
- Establish proactive safeguards monitoring, including independent conflict management audits, surveys, consultations, and field visits, ensuring recommendations are acted upon.
- Design and deliver safeguards training for rangers, particularly focused on inclusive conservation, use of force, arrest procedures, anti-corruption, and gender sensitivity.
- Support Park Management in applying a disciplinary framework for rangers and ensuring capacity-building.
- Develop clear safeguards reporting systems with relevant indicators.
- Assist Park Management in identifying and training human rights focal points within the park's national staff.
- Ensure adequate first aid materials and training for all park staff.
- Develop and implement, in partnership with South Sudanese authorities, a park-based early warning and community awareness program.

#### **Academic & experience required.**

- Strong knowledge of safeguards, humanitarian issues, and human rights frameworks.
- Demonstrated ability to manage complex or sensitive issues in multicultural and conflict-affected environments.
- Solid analytical, research, monitoring, reporting, and advocacy skills. Legal background in human rights or related field an advantage.
- Experience engaging with communities, government, and security institutions on sensitive issues.
- Ability to assess political, ethnic, gender, and socio-economic dynamics affecting safeguards.
- Results-driven, autonomous, and highly adaptable to South Sudan's challenging operating environment, with willingness to travel extensively to remote field sites.
- Strong integrity, resilience, and dependability.

#### **HOW TO APPLY:**

Interested candidates should submit a cover letter detailing their experience and motivation for the position, along with an updated CV to [ssrecruitment@africanparks.org](mailto:ssrecruitment@africanparks.org) or hand delivery to **African Parks office Thonping, Synergy Suites – Plot No 849 Block No**





**3-K South**, by **Monday, 13 October 2025**. 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.

