



Opportunity: 12-Month Voluntary Role

**Volunteer Supervisor – Lusaka National Park**  
**Volunteer Supervisor – Kafue National Park**

GRI seeks dynamic, outgoing and proactive personnel who have a strong interest in wildlife conservation and nature-based living, to primarily support the delivery of our research focused volunteer programme. Located within the National Parks you will be immersed into the world of wildlife conservation, gaining hands-on experience of research fieldwork and wildlife animal husbandry, while working alongside and supported by industry specialists. Whilst we will ensure you get time to rest, this is not a 9 to 5 role, and the right candidates will be sociable, energetic and comfortable in the company of other people for long periods of time.

**We are looking for...**

1. A dynamic 'people person' who enjoys the company of all ages and backgrounds
2. Superb organisation skills, a great team player with a lot of enthusiasm, maturity, resilience, and a great work ethic
3. Previous volunteering or tourism experience
4. A strong interest in conservation / research / field work / animal behaviour / tourism hospitality
5. First Aid qualification
6. Cultural sensitivity
7. Ability to work as part of a team and able to supervise people confidently and professionally
8. Fluency in both written and spoken English
9. Patience, flexibility, and ability to work in stressful environments and with potentially difficult personalities
10. Energetic, physically fit, and able to endure (and enjoy) basic field conditions for prolonged periods
11. Those willing to rise early to ensure all is ready for the exciting day ahead

If this sounds like you, please review the [Job description](#) for more details and send a letter of interest with your CV/resume to [volunteer@gamerangersinternational.org](mailto:volunteer@gamerangersinternational.org)

We look forward to welcoming new members to our team!



## JOB SPECIFICATION

### VOLUNTEER SUPERVISOR

GRI seeks dynamic, outgoing and proactive personnel with a strong interest in wildlife conservation and nature-based living, to support our research-focused volunteer programme.

We have vacancies for a Volunteer Supervisor at both the *Wildlife Discovery Centre, Lusaka National Park* and the *Elephant Release Facility, Kafue National Park*. Your primary role would be to supervise and support volunteers to conduct research and support with the daily operations of the project, ensuring positive and productive experiences. Tasks you will oversee will include but not be limited to biodiversity monitoring, behaviour research, content capture and creation, animal husbandry and skills exchange. The following list outlines the majority of tasks you will be required to undertake and your responsibilities whilst engaged by GRI. This list is not exhaustive - further related tasks and responsibilities may be added to this list in alignment with the dynamic nature of GRI's conservation needs.

#### Roles & Responsibilities

##### Primary

1. Create the itinerary for each volunteer relevant to your site location, based on the needs of the current research and operational activities through liaising with the camp managers and research team, tailoring placements to suit the skills and interest of each volunteer
2. Supervise and facilitate the volunteers to conduct their programmes as required, providing training as necessary and ensuring quality of work outputs and valuable programmatic contributions
3. Coordinate in-country volunteer logistics (meet and greet at airport when possible)
4. Ensure volunteers receive a cultural awareness presentation upon arrival
5. Ensure the safety and well-being of volunteers at all times, in accordance with GRI's Health and Safety policies for each location
6. Utilise the volunteers' specialist skills to support local capacity building for GRI teams
7. Produce regular Volunteer Programme updates for social media, volunteer blog, and marketing purposes.
8. Become the point of contact for site specific content for GRI's comms (ensuring collation of content requirements from volunteers, keepers, research team etc or creating where necessary)
9. Camp media management: photographing, filming, supporting the team with photography, photo collation and storage to ensure the photobank is updated with high quality footage monthly
10. Responsible for the delivery of all research data collected (by volunteers) to the research team
11. Contribute to the production of monthly and quarterly project reports
12. Responsible for the general cleanliness, order and upkeep of the communal campsite
13. Work with camp staff to ensure the communal campsite is in good working order, prepared and ready for arrivals
14. Work with the volunteers and camp staff to ensure that the communal campsite is always kept clean and tidy
15. Responsible for meal planning and coordination of meal production for the volunteers (delegate duties, creating a sense of community and togetherness through meal prep and mealtimes) to include additional guests, visitors, GRI staff, film crews etc when required



16. Responsible for stocks and supplies within the communal camp, including ensuring communal food rations/supplies are always available
17. Responsible for a petty cash budget in relation to your activities and role
18. **Make the camp into a home** - create a sense of home and a welcoming atmosphere for all who visit there
19. Manage the tent booking system for your allocated camp
20. Ensure volunteers have exposure to the full scope of GRI's conservation work and holistic approach
21. Form professional relationships with each volunteer and encourage long-term ambassadors of the organisation

### **Secondary**

22. Provide on-site hospitality support when required for any visitors, VIPs, donors, film crews
23. Identify opportunities for the expansion of the volunteer programme within GRI
24. Provide support to the main staff kitchen to ensure efficient meal planning and meal logs are maintained, inspecting equipment and facilities to maintain high standards
25. Provide additional support to the camp operations as needed – become part of the wider team
26. Support GRI's Fundraising, Marketing and Communications (FMC) Team at nationwide fundraising events as required

Represent GRI with professionalism and courtesy at all times

### **Reporting line**

1. On site – Facility Manager
2. Volunteer Coordinator / Administrator
3. Country Director / CEO

### **Working conditions & benefits**

1. Remuneration:
  - a. This is a **voluntary** 1-year position only
  - b. Emergency medical insurance cover provided
  - c. Accommodation: On-site, camp living in safari tent with communal kitchen, living areas and bathrooms
  - d. All meals on camp will be provisioned through camp supplies
  - e. Mobile phone with communications allowance and laptop provided

Working schedule:

- f. 25 days on site, 11 days rest (enabling time for travel within Zambia if desired)
- g. Flexi hours required to fulfil camp and programmatic needs, aiming to achieve 8 worked hours per day, but whilst on camp with volunteers you will always be "on call"
- h. Position to start 1<sup>st</sup> March 2025
2. Uniform (collared shirt, T-shirts and fleece) provided