



**Regional Centre for  
Mapping of Resources  
for Development**

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## **VACANCIES ANNOUNCEMENT**

The Regional Centre for Mapping of Resources for Development (RCMRD) is an Intergovernmental organization which provides services in surveying, mapping, remote sensing, GIS and ICT to its member States, partners and clients. It currently has twenty member States in the Eastern and Southern Africa Region.

Our Mission is to promote sustainable development in the member States through generation, application and dissemination of geo-information and allied ICT services, products and services.

***RCMRD wishes to fill the following vacant positions under the Regional Centre of Excellence Project on Forestry, Biodiversity & Seascape Ecosystem:***

### **1. Geo-IT System Development Specialist – One Position VA02/04/2024**

Reporting to the Project Manager, this position will be the overall lead developer of web and mobile applications for the Regional Centre of Excellence (RCoE) project for Biodiversity, Forestry and Seascape Ecosystems Management. This position seeks to use specialized in-depth experience to oversee the writing and modifying of complex web & mobile based software applications; leading work groups that are responsible for software development, design and quality testing. The successful candidate will create detailed specifications or designs, conduct quality assurance reviews of peer's application programming and act as a mentor to others in these programs. The incumbents should possess competency to work at the highest technical level of all phases of application development activities.

#### ***Duties and Responsibilities***

- Leading in the development and management of RCMRD website, RCoE website, Knowledge Management platform, eLearning platform and its technical back-end maintenance.
- Designing and developing of geospatial software and applications, including GIS software products, applications for processing, analysis, or adding value to remotely sensed data, and applications to automate routine tasks and to customize end-user interfaces.

- Maintaining, designing, developing, enhancing, debugging and implementing geospatial applications (web-based, or standalone), to integrate models and model data into the RCMRD Geoportal, Observatories and Websites, or to deliver data to RCMRD clients.
- Troubleshooting production problems related to GIS applications.
- Participating in the technical review of the Geo Information Systems.
- Developing Mobile Apps (Android and iOS) that can be published on Play Store and App Store.
- Participating /giving input to improve Geoinformation data management strategies.
- Contributing to the availability and correct functioning of the IT infrastructure and software systems, providing high quality first level Geoinformation application support to the user community.
- Researching, testing, building and coordinating the conversion and/or integration of new components based on client requirements.
- Producing system designs and implementation plans for software components and/or applications.
- Performing rigorous testing of developed applications to ensure required functionality and performance requirements are met as well as ensuring compliance of developed systems with global and internal standards and data interoperability interfaces (e.g. OGC).
- Collecting, documenting and organizing requirements (user interface, performance, system constraints, etc.).
- Producing technical documentation, user manuals or other methods of user guidance (e.g. online help), as needed.
- Conducting rigorous testing of tools and applications developed.
- Providing technical assistance to application users.
- Documenting, designing, coding, and testing GIS solutions and GIS applications.
- Engaging in relevant training and outreach activities.
- Participating in knowledge sharing mechanisms such as the RCMRD Geospatial Data and Technologies Community of practice, training activities, as well as internal capacity building and knowledge exchange processes and practices implemented at RCMRD in matters of geospatial application development.
- Supervising the other developers as well as all ongoing development across RCMRD.

***Required qualification:***

- Master's Degree in Information Systems or Computer Science.
- Qualifications relevant to GIS and Information Technology; Programming languages such as Python, JavaScript, Java etc.
- Minimum of Five (5) years' experience working as a Geospatial Technologies Developer.
- Mobile development experience using IOS (Objective C), Android (Java) or Windows Mobile (C#).
- Experience using HTML/HTML5, CSS/CSS3, Java, JavaScript, JQuery, XML/XSL, JSON.
- Experience coding style sheets for responsive design.

- Experience with Content Management Systems such as Joomla, Word press and Drupal, ArcGIS, Open Layers, Geonode.
- Knowledge of security standards and techniques for mobile applications.
- Demonstratable experience in web and software programming as well as mobile apps programming.
- Strong communication skills and ability to work within teams or independently.
- Experience in .NET and MSSQL, MySQL & PostgreSQL and spatial databases.
- Understand browser-specific compatibility issues.
- Experience leading a team of multiple developers.

**Salary: Consolidated salary of Kshs 240,000 per month**

Other benefits include; 26 days of annual leave, and medical insurance cover (staff and family) based on RCMRD terms/conditions.

## **2. Geospatial Technologies System & Mobile Developer– Two (2) Positions VA03/04/2024**

Reporting to the Geo-IT System Development Specialist, the Geospatial Technologies System & Mobile Developer will be responsible for maintaining, designing, developing, enhancing, debugging and implementing geospatial applications (web-based, standalone and mobile apps), to integrate models and model data into the RCMRD Geoportal, or to deliver data to RCMRD clients, troubleshooting production problems related to GIS applications and providing technical support and training to the application users.

### ***Duties and Responsibilities***

- Designing and developing of geospatial software and applications, including GIS software products, applications for processing, analysis, or adding value to remotely sensed data, and applications to automate routine tasks and to customize end-user interfaces.
- Maintaining, designing, developing, enhancing, debugging and implementing geospatial applications (web-based, or standalone), to integrate models and model data into the RCMRD Geoportal, Observatories and Websites, or to deliver data to RCMRD clients.
- Troubleshooting production problems related to GIS applications.
- Participating in the technical review of the Geo Information Systems.
- Developing of Mobile Apps (Android and iOS) that can be published on Play Store and App Store.
- Participating /giving input to improve Geoinformation data management strategies.
- Contributing to the availability and correct functioning of the IT infrastructure and software systems, provides high quality first level Geoinformation application support to the user community.
- Testing and improving (by escalating bug reports) Geoinformation application software, proposing improvements to the software portfolio.
- Researching, testing, building and coordinating the conversion and/or integration of new components based on client requirements.
- Producing system designs and implementation plans for software components and/or applications.
- Performing rigorous testing of developed applications to ensure required functionality and performance requirements are met as well as ensuring compliance of developed systems with global and internal standards and data interoperability interfaces (e.g. OGC).
- Collecting, documenting and organizing requirements (user interface, performance, system constraints, etc.).
- Producing technical documentation, user manuals or other methods of user guidance (e.g. online help), as needed.
- Conducting rigorous testing of tools and applications developed.
- Providing technical assistance to application users.
- Documenting, designing, coding, and testing GIS solutions and GIS applications.

- Engaging in relevant training and outreach activities.
- Participating in knowledge sharing mechanisms such as the RCMRD Geospatial Data and Technologies Community of practice, training activities, as well as internal capacity building and knowledge exchange processes and practices implemented at RCMRD in matters of geospatial application development.
- Any other duties assigned by the supervisor.

***Required qualification:***

- Bachelor's Degree in Information Systems or Computer Science.
- Qualifications relevant to GIS and Information Technology; Programming languages such as Python, JavaScript, Java etc.
- Minimum of five (5) years' experience working as a Geospatial Technologies Developer.
- Experience with Content Management Systems such as Joomla, Word press and Drupal, ArcGIS, Open Layers, Geonode.
- Mobile development experience using IOS (Objective C), Android (Java) or Windows Mobile (C#).
- Demonstratable experience in web and software programming as well as mobile apps programming.
- Strong communication skills and ability to work within teams or independently.
- Experience in .NET and MSSQL, MySQL & PostgreSQL and spatial databases.

**Salary: Consolidated salary of Kshs 185,000 per month**

Other benefits include; 26 days of annual leave, and medical insurance cover (staff and family) based on RCMRD terms/conditions.

### **3. Knowledge Management Officer – 1 position VA04/04/2024**

Reporting to the Policy Engagement Specialist, the job holder will be responsible for providing assistance to Directorates, and staff on strategic and operational level Knowledge Management (KM) policies, governance, initiatives, and related matters to most effectively apply KM to achieve the strategic/operational mission.

#### ***Duties and Responsibilities***

- Developing & implementing a knowledge management strategy (creation of communities of practice, dissemination of results and good practices at national and sub-regional level, etc.) for the Regional Centre of Excellence (RCoE).
- Updating and maintaining the Knowledge Management products under Biodiversity, Forestry and Seascapes portfolio in Regional Centre of Excellence (RCoE).
- Establishing a link on knowledge hub section within the RCoE developed for accessing spatial and non-spatial related products and continuously updating it as needed.
- Developing the reference library on African ecosystems scientific articles, guidance documents, thematic maps, inventories, etc.
- Strengthening the capacity of scientific and technical institutions in Africa by involving them in the production and dissemination of knowledge products.
- Establishing a working collaboration with Regional Universities/research institutions.
- Coordinating the generation of knowledge products in close consultation with RCoE activities.
- Leading the coordination, implementation, further development and updating of the KM Strategy and Action Plan for RCMRD. This includes coordinating learning and sharing lessons with all relevant stakeholders internally and externally.
- Working closely with project teams to embed knowledge management activities in core processes, and capturing synergies between the knowledge management, communications, and monitoring and evaluation work streams as part of the KM Strategy for RCMRD.
- Developing and managing innovative approaches to strengthen learning and knowledge sharing among beneficiary countries supporting, where possible, the development of communities of practice. Interacting with project teams to define learning priorities and design activities and follow-up actions accordingly.
- Coordinating the development, of adequate infrastructure and processes to manage and share the Centre's data, information and knowledge, and ensure that KM technologies are deployed in accordance with best practices.
- Managing and updating the Centre's Knowledge Management content framework platform to ensure content is demand-driven and prioritized.
- Leading the production and dissemination of knowledge and learning products, capturing lessons at the thematic, portfolio and project/programmed levels, in coordination and collaboration with the communications and projects team. This includes studies/reports, workshops, case studies, knowledge notes, and e-learning, and may involve, managing review and publication processes, as well as providing support and input to the Centre activities.

- Interacting with knowledge management specialists and teams of other member States, with the overarching goal of ensuring coherence and complementarity.
- Working closely with research and development to identify emerging trends and updating the Centre's knowledge repositories.
- Any other duties assigned by the supervisor.

### ***Required Qualifications***

- Bachelor's degree either in Journalism, Economics, International Relations, Communications, Public Relations, or Social Sciences, and a minimum of 5 years of relevant work experience,
- Demonstrate excellent English language skills and proficiency to quickly write and edit complex communications products for purposeful structure, clarity of ideas, and logical, persuasive presentation.
- Proven ability to write articles, blogs, and conduct interviews.
- Ability to nurture and maintain relationships and communication with critical internal and external stakeholders.
- Ability to think strategically and to rapidly analyze diverse information from varied sources.
- Demonstrates the ability and the necessary organizational skills to take initiative, personal ownership, and accountability to meet deadlines, work under pressure, balance competing demands and achieve agreed-upon results.
- Possesses ability for teamwork in a multicultural environment.
- Experience working in geo spatial environments is an added advantage.
- Has experience using digital and social media to stimulate conversations with stakeholders, develop strategies to position the project and RCMRD across websites, blogs and other channels.
- Experience in updating websites and content management system.
- Experience of communications technologies used by international organizations will be an added advantage

### **Salary: Consolidated salary of Kshs 185,000 per month**

Other benefits include; 26 days of annual leave, and medical insurance cover (staff and family) based on RCMRD terms/conditions.

#### **4. Biodiversity, Forest & Seascape Specialist- 1 position VA05/04/2024**

Reporting to the Project Manager, the successful candidate should be able to demonstrate sound knowledge of biodiversity, forests and seascape management as well as nature conservation practices based on experience working in the environmental sector. The incumbent should have a passion for making a difference in the lives of people around the world. The Biodiversity, Forest & Seascape Specialist will assist in information gathering, consultations, report writing, site visits, workshops, and management of the portfolio.

##### ***Duties and Responsibilities***

- Coordinating and providing appropriate technical support to the implementation and development of the Biodiversity, Forestry and Seascapes portfolio in Regional Centre of Excellence (RCoE) and RCMRD.
- Supporting the implementation of the RCoE project portfolio, including organizing tasks, liaising with experts, monitoring their progress in delivering high-quality assessments, project reports, and outputs, and supporting project progress meetings.
- Reviewing the Global Biodiversity Framework with an aim of understanding and helping the project countries to domesticate it.
- Supporting the national biodiversity strategy and action plan implementation in the project countries.
- Leading in the development of the SOPACA report (State of Protected and Conserved Areas Report)
- Supporting the countries attached to RCoE in achieving the Global Biodiversity Targets as well as supporting RCMRD tasks related to the Convention on Biological Diversity
- Providing technical advice on the implementation of biodiversity and ecosystem national frameworks e.g. NBSAP.
- Providing technical expertise and supporting to plan, manage, coordinate, and monitor biodiversity conservation activities.
- Analyzing the current state of biodiversity, undertake relevant research, and highlight potential improvement opportunities.
- Reviewing the existing policies and provisions related to biodiversity conservation and ensuring compliance with related regulations and policies.
- Identifying regulatory gaps and proposing amendments to existing standards and requirements.
- Identifying, pursuing, strategizing, and supporting initiatives and efforts focused on biodiversity conservation, forestry and seascapes.
- Providing technical expertise to facilitate the execution of biodiversity conservation and sustainable land/resource management components and activities.
- Working with the Capacity Building Expert to build the capacity of the project countries to report on their biodiversity conservation and forestry obligations.
- Promoting adoption of best practices related to biodiversity conservation.
- Promoting and supporting the development of Protected Area (PA), Management effectiveness and Governance Equity Plans.
- Supporting the establishment of sustainable financing mechanisms for efficient management of Protected Areas.



- Supervising a team of data experts linked to Biodiversity, Forests and Seascape Ecosystem Management.
- Any other duties assigned by the supervisor.

***Required Qualification***

- Master's degree in Biodiversity Conservation, Ecology, Forestry, Environmental Sciences, or Natural Resource Management.
- At least 5 years' professional experience in the biodiversity conservation, ecosystems management in sectors such as forestry, biodiversity, seascape and climate change.
- Demonstrated experience in forest monitoring, remote sensing and GIS.
- Good knowledge of Convention on Biological Diversity (CBD), Global Biodiversity Targets, NBSAPS, climate change negotiations and REDD Readiness.
- Previous practical experience in similar tasks in biodiversity conservation, protected areas, land mapping and land use is required.
- Strong knowledge of biodiversity, natural resources management, institutional development, policy, and economics preferred.
- Strong interpersonal skills
- Strong written and oral communications skills

**Salary: Consolidated salary of Kshs 240,000 per month**

Other benefits include; 26 days of annual leave, and medical insurance cover (staff and family) based on RCMRD terms/conditions.

## **5. Communications and Outreach Specialist – 1 position VA06/04/2024**

Reporting to the Policy Engagement Specialist, the successful candidate will lead a team of communication experts and designers in developing and implementing effective outreach strategies. The individual will be responsible for identifying outreach opportunities and maintaining effective communication with thought leaders, subject matter experts, and the community, in order to increase awareness of the organization

### ***Duties and Responsibilities***

#### **1. Strategic Communication Planning:**

- Providing strategic direction to the Regional Centre of Excellence (RCoE) project communication portfolio.
- Developing and implementing comprehensive communication strategies aligned with RCMRD's goals and objectives.
- Collaborating with internal teams to identify key messages and target audiences for effective communication.
- Leading in contributing to writing, rewriting, and editing material in English languages for institutional branding and promotional material and producing publications
- In charge of all RCMRD related communication and supporting the development of terms of reference for necessary communications services, including design of innovative communication activities
- Writing and editing online content in alignment with digital content writing best practices and web accessibility legislative requirements and providing editorial support for web content as required.

#### **2. Media Relations:**

- Cultivating and maintaining relationships with media outlets, journalists, and influencers.
- Preparing press releases, articles, and other media materials to showcase RCMRD's achievements, projects, and initiatives.
- Strengthening the capacity of scientific and technical institutions in Africa by involving them in the production and dissemination of knowledge products.
- Working closely with the program partners, keeping track of outreach campaigns, events and activities, and supporting the design of engaging marketing and public relations materials.
- In charge of updating RCMD corporate website.

#### **3. Digital and Social Media Management:**

- Overseeing RCMRD's digital presence, including the organization's website and social media platforms.

- Working closely with Regional Centre for Excellence (RCoE) to implement the data dissemination strategy and action plan through various traditional and digital channels (Media links to the stories on social media, blogs, twitter available).
- Supporting outreach, awareness and dissemination of the products and services
- Creating and curating engaging content for online channels to increase visibility and engagement.
- Utilizing photography, video and other visual storytelling tools.

#### **4. Internal Communication:**

- Facilitating effective communication within RCMRD by keeping staff informed about organizational updates, events, and achievements of the RCoE Project.
- Coordinating internal communication channels to ensure consistent messaging across the organization.

#### **5. Event Management:**

- Planning and executing events, conferences, and workshops to promote RCoE Project activities and foster collaboration.
- Coordinating logistics, media coverage, and communication materials for RCoE Project events.

#### **6. Brand Management:**

- Safeguarding and enhancing RCMRD's brand by ensuring consistent messaging and visual identity in all communication materials.
- Monitoring and managing the organization's reputation in the public domain.

#### **7. Monitoring and Evaluation of communication initiatives:**

- Implementing systems to measure the effectiveness of communication strategies and adjust approaches as needed.
- Working closely with Director Corporate Service in ensuring Communication across RCMRD is well managed.
- Preparing regular reports on communication activities and their impact.

#### ***Required Qualifications***

- Master's degree in Communication, Public Relations, Media Marketing or Journalism .
- Minimum of 5years' experience in communications, public relations, or a related role, preferably in an international or development organization.
- Excellent written and verbal communication skills in English. Knowledge of other languages is an advantage.
- Strong interpersonal skills with the ability to work collaboratively and build relationships with diverse stakeholders.
- Proficiency in using digital and social media platforms.
- Experience in event planning and management.

- Desktop publishing, photography and photo editing (Adobe InDesign, Illustrator and Photoshop).
- Knowledge of geo-information and mapping technologies is desirable.

**Salary: Consolidated salary of Kshs 220,000 per month**

Other benefits include; 26 days of annual leave, and medical insurance cover (staff and family) based on RCMRD terms/conditions.

## **6. Policy Engagement Specialist – 1 position VA07/04/2024**

Reporting to the Project Manager, the Policy Engagement Specialist will lead in the implementation of policy engagement activities in a portfolio of countries and/or policy issues. He/she will contribute to the implementation of the RCoE Project by prioritizing target countries through building new local and regional partnerships, facilitating and leading multi-stakeholder policy and businesses innovation processes, and raising the visibility of research and policy engagement activities and results within relevant fora.

### ***Duties and Responsibilities***

- Ensuring that the products from the Regional Centre of Excellence Hub for Biodiversity, Forestry and Seascope are known and used, as well as expanding the networks of contributors and users in Eastern and Southern Africa.
- Working with protected areas and national mandated agencies and other relevant partners and institutions to ensure that the information from the Centre of Excellence is used in relevant decision-making fora and can support protected and conserved areas in working towards and achieving high performance standards for protected and conserved areas.
- Liaising with Regional Economic Communities (RECs) Secretariats by delivering policy products that can be integrated into technical reports and presentations at relevant meetings, conferences and working with individual countries or RECs on implementing recommendations from these knowledge products.
- Providing leadership in the identification of required data product and service needs to support policy related actions.
- Developing a policy implementation strategy to help institutionalize relevant protected area management effectiveness and governance assessments.
- Leading and supporting the development of State of Protected Area and Conserved Areas (SOPACA) reports for the ESA region in accordance with agreed priority needs of the region.
- Supporting the dissemination of the SOPACA documentation in the relevant institutions in the region and assisting as required with the uptake of the recommendations.
- Developing policy related action plans for SOPACA, production and dissemination of Policy Briefs and detailed thematic studies on topics of regional interest.
- Assisting in building and maintaining strong relationships with RCMRD partners, national government entities donors, partners, project participants and wider stakeholders and develop the network.
- Developing and managing the network of users in line with regional needs and requests received.
- Engaging with other relevant RCMRD projects and programmes to ensure uptake of products and services.
- Leading and ensuring the collection, collation, and reporting of all project data and documents, and leading or assisting with the submission of technical progress reports according to the agreed formats and deadlines.
- Any other duties assigned by the supervisor.

### ***Required Qualifications***

- Master's Degree qualification in Environmental Management, Natural Resource Management, Conservation Biology, Ecology or Natural Science.
- At least minimum of 5 years demonstrated experience in working on national or regional policy-related issues and project implementation preferably related to protected area management, governance and equity.
- Experience in interacting confidently with diverse stakeholders including with government officials and local communities.
- Experience in training and mentoring, in particular on technical issues.
- Experience with organizing and facilitating workshops and training.
- Hands-on experience with report writing and good communication skills.
- Experience in Remote Sensing and GIS/Spatial Analysis will be an added advantage.
- Excellent working knowledge of Microsoft packages and electronic communication tools.
- Experience working in a multi-cultural environment is an added advantage

### **Salary: Consolidated salary of Kshs 240,000 per month**

Other benefits include; 26 days of annual leave, and medical insurance cover (staff and family) based on RCMRD terms/conditions.

## **7. Network Administrator – 1 position VA08/04/2024**

Reporting to the Geo-IT System Development Specialist, the Network Administrator will be responsible for managing and maintaining the computer networks within RCMRD in order to ensure the smooth operation of network infrastructure, including hardware, software, and connectivity components. The incumbent will track network traffic and activity, install and configure software updates and perform database backups to restore and protect user information.

### **1. Network Infrastructure Management:**

- Designing, installing, configuring, and maintaining local area networks (LANs), wide area networks (WANs), and other network systems.
- Managing network components, including routers, switches, firewalls, wireless access points, and network cables.
- Monitoring network performance and optimizing network utilization to ensure efficient data transmission.
- Performing regular network capacity planning and recommend upgrades or enhancements as needed.
- Troubleshooting network issues and coordinating with vendors or service providers for problem resolution.
- Implementing network security measures to protect against unauthorized access, data breaches, and other threats.
- Resolving network problems throughout RCMRD infrastructure
- Installing updates to network equipment and software, including, but not limited to, operating systems, utilities and third-party products
- Providing system maintenance, including monitoring network monitoring tools, backing up configurations
- Configuring and installing new or replace network hardware including VLAN configuration and routing
- Managing, configuring and maintain RCMRD firewalls

### **2. Network Administration:**

- Administering user accounts, permissions, and access rights on the network.
- Setting up and maintaining network services such as domain name system (DNS), dynamic host configuration protocol (DHCP), and virtual private networks (VPNs).
- Configuring and maintaining network devices, including switches, routers, firewalls, and wireless controllers.
- Ensuring network connectivity across various locations and troubleshooting connectivity problems when they arise.
- Managing network backups and implement disaster recovery plans.
- Monitoring network performance, analyzing data, and generating reports for Management consumption.

### **3. Network Security:**

- Implementing and maintaining network security policies, procedures, and best practices.
- Monitoring network traffic for potential security breaches and take appropriate actions to mitigate risks.
- Installing and updating security software such as antivirus, firewalls, and intrusion detection/prevention systems.
- Conducting security audits and vulnerability assessments to identify and address potential weaknesses in the network.
- Staying up-to-date with the latest security threats, technologies, and best practices in network security.
- Optimizing and maintaining network security protocols, such as secure socket layer (SSL), secure file transfer protocol (SFTP), and virtual private networks (VPNs), to ensure data is protected.
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### **4. Network Troubleshooting and Support:**

- Responding to network-related help desk tickets and provide timely resolution to user issues.
- Troubleshooting network connectivity problems and resolving network outages or performance issues.
- Collaborating with other IT teams to diagnose and troubleshoot complex network problems.
- Providing technical support and guidance to end-users regarding network connectivity, VPN access, and other network-related concerns.

### **5. Documentation and Maintenance:**

- Documenting network configurations, procedures, and changes for future reference.
- Maintaining an inventory of network equipment, software licenses, and network diagrams.
- Performing regular network maintenance tasks, such as firmware upgrades and patch management.
- Keeping accurate records of network configurations, IP addressing, and network diagrams.

### **6. Computer Labs System and User Support:**

- Providing technical support to end-users.
- Supporting on maintenance and troubleshooting of computers across RCMRD

### ***Required qualification:***

- Bachelor's Degree in Information Systems/Computer Science/Computer Engineering.



- Minimum of 5 years' experience working as a Network Administrator
- Experience with Content Management Systems such as Joomla and Drupal, ArcGIS, Open Layers, Geonode.
- Strong communication skills and ability to work within teams or independently.
- Experience with cloud computing such as Microsoft Azure, Amazon Web Service will be an added advantage.
- CCNS, CISCO, CWNA, Juniper or BCNE.
- Familiarity with Fortinet, Watchguard firewalls and network security standards
- Experience in customer service and support for 100+ users, plus Regional Centre Training Institute and RCMRD Executive Suites and Hostel.
- Ability to utilize diagnostic tools, service aids, and other product information to resolve equipment failures.
- Knowledge of Amazon Web Service Cloud Computing, Microsoft Azure Active Directory and Office 365.
- Experience configuring and maintaining Cisco and HP network hardware including switches and firewalls.
- Experience with running CAT 5/6 and fiber cabling and installing new network drops when needed.
- Basic knowledge of Linux systems and various open-source solutions.
- Experience with Cisco VoIP phone systems.
- Experience handling network security issues (viruses, malware, social engineering).
- Ability to work with minimal supervision.

**Salary: Consolidated salary of Kshs 170,000 per month**

Other benefits include; 26 days of annual leave, and medical insurance cover (staff and family) based on RCMRD terms/conditions.

## **8. GIS Seascape Ecosystem Expert – 1 position VA09/04/2024**

Reporting to the Biodiversity, Forestry and Seascape Specialist, the successful candidate will be required to maintain a comprehensive spatial database for the Seascape component i.e. Marine, Coastal Information program, and to provide technical assistance on GIS, oceanography, remote-sensing, and support spatial analyses, such as Marine Spatial Planning and Locally Managed Marine Areas (LMMAs). They will provide support to both field interventions as well as on policy development. The individual will also be responsible for the collection, storage, analysis, mapping, imaging, and communication of geospatial information.

### ***Duties and Responsibilities***

#### **1. Establish and maintain a GIS database**

- Supporting the maintenance of a geospatial database containing GIS, remote-sensing and other spatial and non-spatial data for key seascapes where the marine and seascape works.
- Continually identifying, acquiring and enriching the database with external spatial data relevant to the marine conservation and seascape ecosystem management activities.
- Ensuring the database is appropriately stored and regularly backed up.
- Providing advice on appropriate GIS, spatial analysis and database software, to ensure that the software used is of the appropriate standard.
- Providing training, technical assistance and mentorship to programme staff regarding all aspects of spatial database development and management, including data compilation, logging, analysis, and access.
- Supporting the updating of spatially data linked to the World Database on Protected Areas (WDPA) Protected Planet.

#### **2. Prepare maps and undertake spatial analyses**

- Providing GIS support to the marine and seascape management program, including development of thematic maps, such as marine spatial planning, MPA zones and Locally Managed Marine Areas (LMMAs).
- Undertaking GPS ground-truthing as needed, in conjunction with field staff, in order to verify the maps and spatial analyses produced and to determine levels of accuracy.
- Providing technical inputs on GIS and remote sensing for project monitoring and evaluation.
- Developing high quality maps for reports, presentations and other communication materials.

#### **3. Engage as a key member of the technical specialist team**

- Providing capacity building to field staff to ensure that spatial analysis becomes part of the program analysis in implementing activities.

- Providing technical support to the seascape team in the planning, implementation and monitoring of RCoE work related to protected area management and Locally Managed Marine Areas (LMMAs).
- Presenting results to relevant stakeholders at subnational and national levels as needed.
- Assisting in the preparation of activity reports by providing datasets and data analysis required by donors and/or stakeholders.
- Supporting seascape teams in the development and implementation of conservation targets monitoring programmes.
- Identifying and managing relevant partnerships as needed to achieve landscape conservation priorities related to protected areas, LMMAs and conservation targets monitoring in close collaboration with Landscape Leaders.

### ***Required Qualification***

- Bachelors Degree in Geography, Marine Ecology/Biology, Environmental Science.
- Minimum of five (5) years' working experience in a similar position
- Excellent practical knowledge on spatial analysis skills, marine spatial planning, field mapping and GPS use, geo-referencing and registering of satellite imagery, with remote sensing and image processing skills an advantage.
- Ability to competently operate GIS software (especially ESRI ArcGIS, ERDAS and freeware GIS) and have experience with image processing software (such as ENVI/ERMapper and Global Mapper).
- Ability to understand and use a GPS and its software.
- Possess a high level of initiative and able to competently work with little supervision.
- Ability to work well under pressure, quickly understand project parameters and capable of meeting deadlines on time.
- Good interpersonal skills.
- Proven experience in working on GIS related projects that are linked with Seascape Ecosystem Management, Marine and Coastal Information.

**Salary: Consolidated Kshs 185,000 per month**

Other benefits include; 26 days of annual leave, and medical insurance cover (staff and family) based on RCMRD terms/conditions.

### **How to apply;**

Qualified and interested candidates are invited to submit their application through <https://careers.rcmr.org> by 11.59 hours EAT on **21<sup>st</sup> April, 2024** through RCMRD e-Recruitment system.

RCRMD is an equal opportunity employer. Applications from suitably qualified female candidates and persons with disabilities are particularly encouraged.

***RCMRD DOES NOT charge any fees during the recruitment process.***