seed madagascar

sustainable environment, education & development

Senior Conservation Research Assistant (Madagascar)

Position Overview:

This is a rare opportunity to live and work in Madagascar, one of the world's most biodiverse and conservation-critical regions, leading long-term, field-based research in a remote setting. We are seeking a highly motivated Senior Research Assistant (SRA) with a relevant MSc and 1–3 years of practical field research experience to lead SEED Madagascar's conservation research programme on the ground.

As the Senior Research Assistant, you will oversee the day-to-day operations of SEED's research camp and play a central role in the design, implementation and reporting of our field-based research. Working closely with SEEDs Conservation Research Programme Coordinator and both international and national staff, you will manage data collection, ensure the quality and integrity of research activities and contribute to the analysis and dissemination of findings to donors and the wider conservation community.

Additionally, you will provide leadership and pastoral support to short-term volunteers, ensuring they receive appropriate training, guidance and supervision during their time in the field. This role is integral to advancing SEED's mission, combining rigorous scientific research with strong team leadership and collaboration in a challenging but highly rewarding field environment.

Location: Fort Dauphin, Madagascar

Timeframe: 24 months with potential to extend;

Terms and conditions: Local salary to support with accommodation and living costs (field-based food/transport provided); contribution to flights and insurance

Key Duties and Responsibilities:

- **Research Leadership**
  - Lead and manage the research team in the field, ensuring effective data collection and high research standards.
  - Lead field-based research on key species and ecosystems, including setting up transects and collecting relevant ecological data.
  - Contribute to the development of new research projects and conservation initiatives, helping to identify priority areas for future work.
  - Support in the expansion of SEED's research program by fostering relationships with other conservation organisations and researchers.
- **Data Management & Reporting**
  - Ensure data is accurately collected, cleaned and organised in accordance with research protocols.

- Collaborate with the SCRP Coordinator in data analysis and the preparation of research reports for both internal use and external donors.
- Contribute to the development of research papers, presentations, and other publications for the international conservation community.
- Work with the SCRP Coordinator to identify opportunities for research collaborations and funding.
- Assist in the preparation of proposals and reports for research funding and project development.

- **Volunteer Coordination & Training**
  - Support in the day-to-day management and pastoral care for short-term volunteers, ensuring their well-being and smooth integration into the field team.
  - Lead training sessions for volunteers, ensuring they understand and follow research protocols, data collection methods, and safety procedures.
- **Collaboration & Team Management**
  - Work closely with both the international and national research staff to ensure effective communication and team cohesion.
  - Foster a positive working environment, promoting collaboration and sharing of knowledge between staff and volunteers.
  - Ensure that all fieldwork is carried out in accordance with SEED's health, safety, and ethical guidelines.
- **Community Engagement & Outreach**
  - Support the SEED Madagascar team in engaging with communities, including facilitating meetings, conducting surveys, and helping with outreach initiatives.
  - Provide clear interpretation and translation when necessary, ensuring effective communication between international staff and local communities.
- **Logistics & Operations**
  - Assist in managing the logistical aspects of field research, including equipment, transport, and accommodation for staff and volunteers.
  - Oversee the day-to-day operations of the research camp, ensuring smooth logistical coordination and resource management.
- **Policy & Compliance**
  - Ensure compliance with SEED's policies, including safeguarding, anti-corruption and whistleblowing procedures.
  - Participate in ongoing training to promote adherence to SEED's health, safety and ethical standards.
- **Additional Tasks**
  - Assist with other tasks as requested by the Director of Programmes and Operations, Conservation Research Coordinator, or Senior Research Assistant within the scope of this role.

Personal specification:

- A Masters degree in a conservation-related field
- Proven experience in handling, cleaning, and analysing data, with proficiency in statistical analysis using programming software (e.g., R, Python, or similar)

- At least 1-3 years experience in field data collection, including the use of GPS and/or GIS for mapping and spatial analysis
- Experience in compiling conservation reports, academic papers, or similar documents, with the ability to present data and findings clearly and professionally
- Specialist knowledge of either primatology, herpetology or botany
- Able to or willing to learn to safely handle and identify reptiles and amphibians
- Previous experience of collecting data with a working knowledge of GPS and/or GIS
- Hold a current First Aid certificate
- Demonstrate an understanding of and commitment to SEED Madagascar's ethos and approach and be a good ambassador for SEED Madagascar at all times
- Have passion, curiosity and motivation for the job and the ability to enthuse others
- Have the ability and desire to work with teams from different economic and cultural backgrounds and across multiple language barriers
- Have the ability and desire to build capacity and share skills across cultures
- Demonstrate proven ability to recognise and appropriately deal with challenging situations
- Demonstrate an awareness of and comfort with increased social and professional responsibility, working at all times with cultural sensitivity and respect
- Demonstrate the ability, social skills and confidence to give clear guidance and support to other members of the team in respect of the philosophy and procedures of SEED Madagascar in order to protect both their safety and the reputation of the NGO
- Be punctual and be able to work to tight deadlines in an organised manner and to a high standard
- Have a flexible and patient attitude
- Have excellent problem-solving skills
- Be able to work both independently and as part of a team.

Application procedure:

Interested applicants should send a CV and covering letter in English outlining why they wish to take up this position and how their skills and experience match the requirements in the job description criteria to our hiring team at applications@seedmadagascar.org.

Please note: AI-generated cover letters and recruitment exercises will not be processed. We value concise and focused applications. To help us review all submissions efficiently, please include the dates you were in your previous employment, and limit your CV to a maximum of four pages. Unfortunately, longer CVs cannot be considered.

Application Deadline: Monday, 30th November. Applications will be reviewed on an ongoing basis throughout this period. Candidates will complete an exercise, long-listed applicants will have an initial informal interview with Madagascar based staff and short-listed applicants will then be offered an interview with the London team.

SEED Madagascar actively encourages equality, diversity, and inclusion in the workplace and aims to create a working environment free of bullying, harassment, victimisation, and unlawful

discrimination, where individual differences and the contributions of all staff are recognised and valued.