

African Elephant Specialist Group Chair/Co-Chair nominees: Essential attributes characteristics and skills

The role of the African Elephant Specialist Group Chair(s) (AfESG) is broad and international in scope and both technical and political in nature. The following attributes, characteristics and skills are strongly desired for the Chair(s):

[Please note that points in **blue** denote those tasks that could be carried out by a (paid) Programme Officer, if in place, and **orange** denotes tasks that a Programme Office could contribute to but would still require oversight and or contributions from the Chair.]

- Strong and demonstrated leadership skills;
- A deep understanding of the diverse status, history, threats and challenges for the conservation and management of the African elephants across its entire range (37 countries in sub-Saharan Africa); pan-African experience would be highly advantageous;
- Proven experience and demonstrated ability to work and interact effectively and constructively from the level of field practitioner, to that of scientists and researchers, to the highest political levels within and outside Africa on issues pertaining to the African elephant;
- Being an advocate for Africa's elephants with a reputation for being objective, evidence-based, non-partisan and outside the influence of institutions or individuals, on issues of policy and practice pertaining to conservation and management of the species;
- A demonstrated ability to mediate disparate and divergent views and approaches and forge constructive ways forward at all times and under all circumstances;
- Sufficient voluntary time and self-motivation to dedicate to the essential functions of the Group including:
 - **timely handling extensive daily email traffic;**
 - **organising meetings, teleconferences, and Skype calls;**
 - writing Chair reports for Pachyderm twice each year;
 - responding to requests for technical advice from range State, donor and other relevant governments, the AfESG membership, IUCN and or the SSC (formal written responses are often required);
 - **maintaining strong rapport with the Group members;**
 - **maintaining a good command over the relevant contemporary literature;**
 - **coordinating technical reviews**, ensuring the internal structure of the SG aids its efficiency and effectiveness, , overseeing Group consultations (on sometimes controversial issues) and writing publications alone or with Group members;
 - **delivering annually on the AfESG's CITES mandate, preparing for all CITES Standing Committees and COPs and reporting on these to the membership;**
 - **fund-raising;**
 - overseeing donor relations and **the implementation of contracts**, and
 - supervising others carrying out work on behalf of the SG;
- Technical competence to oversee the African Elephant Database (AED) including:
 - the ability to understand the collection and interpretation of data and information on population estimates of savannah and forest elephants and, based on this
 - to articulate the relevance and importance of the AED, and its associated website and outputs, to elephant conservation and management and
 - to oversee the AED's ongoing fund-raising and management needs and its demands for continuous data input, technical restructuring, development and improvement;

- to establish a robust governance mechanism going forward.
- With regard to AfESG priorities for the current quadrennium:
 - an understanding of the Red List Assessment process (or willingness to quickly learn) in order to oversee the process underway;
 - an ability to understand the genetic evidence and oversee the process underway to establish the existence of two species, the delineation of their range and the extent of their hybridization.
- Experience in negotiation and debate in relevant local, national and international policy realms (e.g. EAC, SADC, COMIFAC, ECOWAS, AU, CITES, CMS and CBD), including the ability to link science and policy in a reasoned and defensible manner;
- Command the respect and credibility to represent the views of IUCN, SSC the AfESG and its broad membership on African elephants and related matters, as required;
- Strength in innovation, creativity and lateral thinking in problem solving at all levels;
- Ability to express oneself fluently and the views of others both orally and in writing (in English);
- Skills in reading and/or speaking French and Portuguese are highly desired.