

No	Position	No of Positions	Qualifications	Duties& responsibilities
1	<b>SENIOR LECTURER IN FOREST RESOURCES MANAGEMENT</b>	1	<ul style="list-style-type: none"> <li>• Master's degree in forest resources management, agroforestry, Wood Engineering, Wood Technology, silviculture or other related field</li> <li>• At least 4 years' experience in teaching courses related to forest resources management, agroforestry, Wood Engineering, Wood Technology, silviculture and experience in research activities with at least 2 academic publications</li> </ul>	<p><b>I. Teaching and Learning</b></p> <p>a) To contribute to teaching and learning at diploma level and where appropriate on short courses through:</p> <ul style="list-style-type: none"> <li>• Design, preparation and development of module teaching materials.</li> <li>• Delivery of module through lectures, seminars, tutorials and other supervisory and coaching methods</li> <li>• Assessing Modules which includes setting and marking assignments and examination papers and attending assessment boards</li> </ul> <p>b) Contribute to the development and implementation of innovative methods of teaching, learning and assessment, including open and web-based learning as part of the college's learner centered approach to education.</p> <p>c) Liaise closely with teaching, technical and administrative staff to ensure quality teaching.</p> <p>d) Give advice and guidance to students to support their academic progress through the college.</p> <p>e) Contribute to and be pro-active in the development of the curriculum and in module, and program updating.</p>
2	<b>SENIOR LECTURER IN WILDLIFE TOURISM</b>	1	<ul style="list-style-type: none"> <li>• Master's degree in in wildlife tourism, tourism management, tourism planning and development, ecotourism or other related fields.</li> <li>• At least 4 years' experience in teaching courses related to wildlife tourism, tourism management, tourism planning and development and experience in research activities with at least 2 academic publications</li> </ul>	<p><b>II. Research, Scholarship and Consultancy activities</b></p> <p>a) Undertake personal research and scholarly activities contributing to the research profile of the college.</p> <p>b) Supervise the diploma student's research activities.</p> <p>c) Undertake any appropriate continuous professional development and participate in staff development and training activities to update and enhance skills.</p> <p>d) Pursue opportunities for academic research, publication and funded consultancy.</p> <p>e) Maintain and develop appropriate interdisciplinary links and activities.</p> <p>f) Contribute to work on the establishment of collaborative links with professional bodies, commercial, public sector or voluntary organizations/ none governmental organizations.</p> <p>g) Assist in strengthening and developing existing cross-institutional collaborative links.</p>
3	<b>SENIOR LECTURER IN WILDLIFE</b>	1	<ul style="list-style-type: none"> <li>• Master's degree in wildlife Management, Biodiversity Conservation, Zoology, Botany, Natural Resources</li> </ul>	<p><b>III. Management and administration</b></p>

	<b>MANAGEMENT</b>		<p>Management and environmental studies or other related fields.</p> <ul style="list-style-type: none"> <li>• At least 4 years' experience in teaching courses related to biodiversity conservation/ natural resources and experience in research activities with at least 2 academic publications</li> </ul>	<ul style="list-style-type: none"> <li>a) Head and supervise the department staff and activities of the relevant department.</li> <li>b) Carry out planning and budgeting of the department's activities and programs.</li> <li>c) Assist the director of Academic.</li> <li>d) Programs in overall administration and academic tasks regarding the department.</li> <li>e) Manage the operation of specific Modules or where appropriate manage a specific program.</li> <li>a) f) Contribute to the administration of the academic framework at the College.</li> </ul>
4	<b>LECTURER IN WILDLIFE MANAGEMENT</b>	1	<ul style="list-style-type: none"> <li>• Master's degree in wildlife Management, Biodiversity Conservation, Zoology, Botany, Natural Resources Management and environmental studies or other related fields.</li> <li>• At least 2 years' experience in teaching courses related to biodiversity conservation/ natural resources and exposure in field studies &amp; research activities.</li> </ul>	<p><b>Teaching and Learning</b></p> <ol style="list-style-type: none"> <li>1. To contribute to teaching and learning at diploma level and tailor made short Courses, through: <ul style="list-style-type: none"> <li>• Design, preparation and development of</li> <li>• Module teaching materials.</li> <li>• Delivery of Modules through lectures, seminars, tutorials and other supervisory and coaching methods.</li> <li>• Assessing courses by setting and marking assignments and examination papers.</li> <li>• Attending assessment board meetings</li> </ul> </li> <li>2. Contribute to the development and implementation of innovative methods of teaching, learning and assessment, including open and web-based learning, as part of the College's learner-centered (Competence-based Learning) approach to education.</li> <li>3. Deliver and supervise students' examinations as per the set standards</li> <li>4. Liaise closely with teaching, technical and administrative staff to ensure quality teaching</li> <li>5. Give advice and guidance to students to support their academic progress through the college</li> <li>6. Pro-actively contribute to the development of the curriculum, module, and program reviewing</li> </ol> <p><b>Research, Scholarship and Consultancy activities</b></p> <ol style="list-style-type: none"> <li>1. Supervise the internships, field studies and students' research activities</li> <li>2. Undertake any appropriate continuous Professional development trainings to</li> </ol>

				<p>enhance professional skills.</p> <ol style="list-style-type: none"> <li>3. Pursue opportunities for academic research, publication and funded consultancy.</li> <li>4. Pursue funded opportunities for research, publication and consultancy</li> <li>5. Contribute to the establishment of new and maintenance of the existing collaborative links with national and international professional bodies: commercial, public, private or voluntary with similar interests.</li> <li>6. Contribute in searching for scholarships for students from both national and international funding bodies</li> <li>7. Assist in strengthening and developing existing cross-institutional collaborative links</li> </ol> <p><b>Management and Administration</b></p> <ol style="list-style-type: none"> <li>1. Liaise with the head of academic and research to carry out planning and budgeting of department's activities and programs;</li> <li>2. Assist the Director of Academic Programs in overall administration and academic tasks regarding the department;</li> <li>3. Manage the operation of specific Modules or where appropriate manage a specific program;</li> <li>4. Contribute to the administration of the academic framework at college;</li> <li>5. Attend department, program, module and college wide meetings and committees as appropriate;</li> <li>6. Liaise with and assist others in the administration and management of programs;</li> <li>7. Propose and assist in the recruitment of lecturers and other academic staff to the college;</li> <li>8. Perform any other relevant tasks as required from time to time by the college management.</li> </ol>
5	<b>ASSISTANT LECTURER IN WILDLIFE MANAGEMENT</b>	1	<ul style="list-style-type: none"> <li>• First Class or Second upper Bachelor's degree in wildlife Management, Biodiversity Conservation, Zoology, Botany, Natural Resources Management and environmental studies and First Class Diploma in Wildlife Management or other related fields.</li> <li>• At least 2 years' working experience in teaching</li> </ul>	<p><b>Teaching and learning</b></p> <ol style="list-style-type: none"> <li>1. To contribute to teaching and learning at diploma level and where appropriate on Short/professional courses, through : <ul style="list-style-type: none"> <li>• Design, preparation and development of Module teaching materials.</li> <li>• Delivery of Modules through lectures, seminars, tutorials and other supervisory and coaching methods.</li> <li>• Assessing Modules which includes setting and marking assignments and examination papers and attending assessment boards.</li> </ul> </li> <li>2. Contribute to the development and implementation of innovative methods of teaching, Learning and assessment, including open and web-based learning, as part of the College's learner-centered approach to education.</li> <li>3. Liaise closely with teaching, technical and administrative staff to ensure quality</li> </ol>

			<p>courses related to biodiversity conservation/ natural resources and exposure in field studies and research activities.</p>	<p>teaching.</p> <ol style="list-style-type: none"> <li>4. Give advice and guidance to students to support their academic progress through the College.</li> <li>5. Pro-actively Contribute to the development of the curriculum, Module, and</li> <li>6. Program reviewing</li> </ol> <p><b>Research, Scholarship and Consultancy Activities</b></p> <ol style="list-style-type: none"> <li>1. Undertake personal research and scholarly activities contributing to the research profile of the college.</li> <li>2. Supervise the Diploma student’s research activities.</li> <li>3. Undertake any appropriate continuous professional development and participate in staff development and training activities to update and enhance skills.</li> <li>4. Pursue opportunities for academic research, publication and funded consultancy.</li> <li>5. Maintain and develop appropriate interdisciplinary links and activities</li> <li>6. Contribute to work on the establishment of collaborative links with professional, commercial, public sector or voluntary organizations/ None governmental organizations.</li> <li>1. 7. Assist in strengthening and developing existing cross-institutional collaborative links.</li> </ol> <p><b>Management and administration</b></p> <ol style="list-style-type: none"> <li>1.Liaise with the Head of Academic and research to carry out planning and budgeting of the Department’s activities and programs;</li> <li>2.Assist the Director of Academic Programs in overall administration and academic tasks regarding the department;</li> <li>3.Manage the operation of specific Modules or where appropriate manage a specific Program.</li> <li>4.Contribute to the administration of the academic framework at College. .</li> <li>5.Attend department, Program, Module and College wide meetings and committees as Appropriate.</li> <li>6.Liaise with and assist others in the administration and management of programs</li> <li>7.Propose and assist in the recruitment of lecturers and other academic staff to the College.</li> <li>8.Perform any other relevant tasks as required from time to time by the college management.</li> </ol>
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## **OTHER REQUIREMENTS: KNOWLEDGE, SKILLS, COMPETENCES AND EXPERIENCES.**

For any person to be recruited at KCEM, they should preferably have the above stated qualifications plus the following knowledge, skills and experiences.

### **1. Knowledge**

#### **Essential:**

- A strong knowledge of the nature conservation, environmental management and ecotourism subject area combined with a broad subject background enabling contributions to teaching programs
- Assessment of student work;
- Curriculum design;

#### **Skills:**

##### **Essential:**

1. Excellent interpersonal, oral and written communication skills.
2. Learner centered teaching experience
3. Exposure to field studies
4. Proven record of ability to conduct high quality research which is reflected in the authorship of publications or other research outputs, in Tourism, Ecotourism, and Environment, Natural Sciences or related discipline
5. Engagement with scholarly/professional community
6. Experience in competence based or vocational training

##### **Desirable:**

1. Proven record of ability to manage time and work to strict deadlines;
2. Evidence of ability to teach and to supervise academic work to diploma students /mid-level professionals
3. Adequate practical experience in the Departments' field of activity
4. Membership of a relevant professional organization.

### **Personal Qualities**

#### **Essential:**

- Commitment to academic research;
- Commitment to high quality teaching and fostering a positive learning environment for students
- Commitment to continuous professional development
- Commitment to public communication

NB: For application, Please go to the following MIFOTRA e-recruitment portal: <http://recruitment.mifotra.gov.rw/Vacancies>

The deadline for application is 06/11/2017

**Courses available for Teaching.**

Candidates should identify courses they can be able to facilitate/teach amongst the following:

<b>Diploma in Wildlife Management</b>	<b>Diploma in Wildlife Tourism</b>	<b>Diploma in Forest Resources Management</b>
<ol style="list-style-type: none"> <li>1. Principals of global environmental systems</li> <li>2. Introduction to human impacts on the environment</li> <li>3. Wilderness communication techniques</li> <li>4. Navigation and wilderness techniques</li> <li>5. Introduction to plant diversity</li> <li>6. Introduction to ornithology</li> <li>7. Introduction to mammals</li> <li>8. Statistics for field conservationist</li> <li>9. Wildlife survey and ranger based monitoring</li> <li>10. Population ecology</li> <li>11. Wildlife diseases</li> <li>12. Protected area management</li> <li>13. Wildlife management techniques</li> <li>14. Climate change and Disaster management</li> <li>15. Wildlife entrepreneurship</li> <li>16. Introduction to economics and concepts of development</li> <li>17. Introduction to water resource management</li> <li>18. Waste Management</li> <li>19. Project planning, management and evaluation</li> <li>20. Conflict management</li> <li>21. Participatory natural resources Management</li> <li>22. Environmental Law and Policy</li> <li>23. Wildlife compliance</li> <li>24. Park Planning</li> <li>25. Management and Administration</li> <li>26. Introduction to financial accounting</li> <li>27. Infrastructure and material management.</li> </ol>	<ol style="list-style-type: none"> <li>1. Wilderness Navigation and Survival Techniques</li> <li>2. First aid</li> <li>3. Biodiversity hotspot in Albertine Rift region</li> <li>4. Terrestrial and aquatic diversity in the Albertine rift region</li> <li>5. Animal and plant species of the Albertine Rift region</li> <li>6. Species and population ecology,</li> <li>7. Business plan</li> <li>8. Financial accounting and entrepreneur window</li> <li>9. Infrastructure and facilities (Electricity and water supply network) in a protected area and their depreciation,</li> <li>10. Safari driving (motor vehicle faults identification &amp; roads signs)</li> </ol>	<ol style="list-style-type: none"> <li>1. Basic Physics</li> <li>2. Basics of Chemistry</li> <li>3. Forest Biology</li> <li>4. Forest Road construction and maintenance</li> <li>5. Forest Logging and Ergonomics</li> <li>6. Land Survey and Mapping</li> <li>7. Forest Biometrics</li> <li>8. Entrepreneurship</li> <li>9. Fundamental of accounting</li> <li>10. Basic Physics</li> <li>11. Basics of Chemistry</li> <li>12. Forest Biology</li> <li>13. Forest Road construction and maintenance</li> <li>14. Forest Logging and Ergonomics</li> <li>15. Land Survey and Mapping</li> <li>16. Forest Biometrics</li> <li>17. Entrepreneurship</li> <li>18. Fundamental of accounting</li> </ol>

**Richard NASASIRA**  
Principal –KCEM



