



Job Opportunity: Field Operations & Camp Manager (Conservation Base)

Applicants are invited from suitably qualified Botswana Citizens to fill the above position on a contract basis.

Only those applicants who are prepared to work in a remote area of Kalahari should apply.

Location: Remote Kalahari Base Camp, near Zutshwa village, KD2 Wildlife Management Area, Botswana.

About Tanate

Tanate Sustainable Development Trust is a nonprofit organisation based in Botswana. We lead community conservation and development projects in the Kalahari ecosystem, including the Kalahari Camelback Trackers, working with local and indigenous communities to protect biodiversity, preserve cultural heritage, and build sustainable livelihoods. Learn more at www.tanate.org.

Qualifications

- Post-secondary diploma in Conservation, Management, Game Ranch Management, Hospitality, or related fields.
- Valid driver's license (minimum 5 years).

Experience

- Minimum of Five (5) years relevant work experience, two (2) years of which must have been served as a supervisor or managerial position.
- Proven experience managing staff, logistics, and operations in a remote bush camp, lodge, or game ranch environment. (Minimum of 3 years)
- Experience in hospitality, guest management, or eco-tourism operations (Added advantage).
- Demonstrated experience working in remote, off-grid environments.
- Budgeting and financial administration skills.

Competencies

- Proficiency in English (fluency in Setswana or other local languages as an added advantage).
- Strong competence in MS Word, Excel, Gmail, and related digital tools.
- HR and staff development.
- Practical technical skills (vehicles, generators, solar systems, pumps, plumbing, or water systems).
- Safety and risk-management knowledge (including emergency response planning).
- Excellent interpersonal, communication, and stakeholder-engagement skills.
- Competent 4×4 driving ability.

Duties & Responsibilities

- Oversee all daily operations of the Kalahari base camp — the hub of Tanate's field and conservation projects.
- Manage logistics and supply chains (catering, procurement, inventory, fuel, and spare parts).
- Supervise fleet management, vehicle maintenance, and fuel distribution systems.
- Coordinate infrastructure maintenance: boreholes, solar power, buildings, plumbing, and mechanical systems.
- Lead recruitment, training, supervision, and mentoring of staff.
- Manage HR records, payroll coordination, and performance evaluations.
- Ensure high operational standards in camp facilities, accommodation, and guest hosting.
- Engage with local communities, traditional authorities, and external stakeholders.
- Enforce health, safety, and emergency protocols for all staff and visitors.
- Prepare operational, financial, and conservation performance reports for senior management.
- Implement environmentally sustainable practices (waste management, resource use efficiency, and eco-best practices).

We Offer

- Salary proportional to candidate's experience and qualifications.
- Opportunity to lead an impactful conservation-based field operation in the Kalahari.
- Live-in accommodation provided at the base camp.
- A meaningful role combining conservation, management, and community leadership.

How to Apply

Submit your CV, cover letter, and references to:

Email: info@tanate.org

Website: www.tanate.org

Application Closing Date: November 30th, 2025