



Job Advert

Head Guide Permanent

The Head Guide is responsible for developing the strategic direction and annual plans for Field Guide operations, befitting Sanbona Wildlife Reserve, across the organisation. The Head Guide works closely with the senior leadership teams of the organisation to ensure Field Guide operations support and are aligned with the wider objectives of the organisation.

The Head Guide monitors the performance of Field Guide operations across the organisation, ensuring that the Field Guide team continuously develops and displays, at all times, the level of competence, professionalism, excellence, protocol and etiquette that is expected.

Dimension	Job Requirements
Thinking Ability	<ul style="list-style-type: none">▪ Ability to develop strategic direction for the Field Guide function to support organisational aims▪ Ability to implement change and support people through times of transition▪ Ability to oversee and simultaneously pay attention to a number of demands▪ Ability to correctly communicate detailed information and instruction to others▪ High levels of anticipation for the unexpected▪ Ability to recognise safety or security concerns
Academic Qualifications and Background	<ul style="list-style-type: none">▪ Diploma in Nature Conservation or similar▪ FGASA Level 3▪ FGASA Assessor▪ Valid Drivers and PDP license▪ Advanced Rifle Handling Certificate▪ Level 1 First Aid▪ FGASA Professional Trails▪ FGASA Trails Mentor Status
Work Experience	<ul style="list-style-type: none">▪ 5 to 8 Years of experience in a luxury Field Guide leadership role▪ Demonstrated previous experience in a luxury lodge environment
Job technical Skills	<ul style="list-style-type: none">▪ Experienced in overseeing and directing multiple teams▪ Experienced in selecting, motivating and guiding management team members▪ Experienced in preparing organisation wide annual plans including budgets and monitoring financial performance▪ Competent in correctly developing and ensuring policies, processes and standards are implemented and applied across the Field Guide functions▪ Ability to analyse and improve Field Guide operational effectiveness and efficiencies

CONSENT TO PROCESS YOUR INFORMATION:

By sending us your application, Curriculum Vitae, academic records, qualifications, or any other personal information as defined by POPIA:

1. You have disclosed up to date and accurate records; and
2. You agree to us keeping your records in our data base as per our Retention Policy.

Declaration:

By agreeing to the terms herein, you give Sanbona the authority to process your personal information. This consent will remain valid until such time as we have received instructions from you to request, subject to any applicable law and where appropriate, the correction, updating or deletion of your personal information held by us. You further acknowledge and declare that all personal information supplied to Sanbona is accurate, up to date, not misleading and complete in all respects.

	<ul style="list-style-type: none"> ▪ Ability to monitor and ensure compliance with health, safety, security and other legal requirements across Ranger's operations ▪ Proficiency in Microsoft Office applications
Personal Qualities	<ul style="list-style-type: none"> ▪ Committed to providing exceptional levels of service to others ▪ Demonstrates exceptional levels of integrity ▪ Ability to work effectively when under pressure ▪ Ability to demonstrate a flexible approach to getting work done, adjusting to changing circumstances and demands ▪ Emotionally stable, even tempered and calm when placed with challenges ▪ Maintains positive outlook in most challenging situations and circumstances ▪ Models positive team values ▪ Demonstrates high levels of resilience in demanding environments ▪ Ability to establish strong relationships with people from different backgrounds
Business Values	<ul style="list-style-type: none"> ▪ Embraces, supports and models organisational values and culture
Physical Abilities	<ul style="list-style-type: none"> ▪ Ability to work for extended hours with at times limited periods of rest

Sanbona shall apply the employment equity principles as set out in the Employment Equity policy and Plan.

*Interested applicants should submit a comprehensive Resume/ CV with all supporting documents to careers@sanbona.com by no later than **30 November 2022**.*

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