



1255 23rd St. NW, Suite 450
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humaneworld.org

**Managing Director, Second Chance Chimpanzee Refuge
Second Chance Chimpanzee Refuge -Liberia**

- * This position is located in Charlesville, Margibi County, Liberia.**
- * Must be willing to relocate and housing is provided.**
- * Humane World for Animals will assist the selected candidate in securing the necessary residence and work permits required to live and work in Liberia, in accordance with local laws and regulations.**

Humane World for Animals, a global leader in animal advocacy and protection, is seeking a Managing Director for the Liberia Second Chance Chimpanzee Refuge. Second Chance Chimpanzee Refuge Liberia provides lifetime care to almost 60 chimpanzees who were used in painful and invasive research for decades in the West African country of Liberia. When the lab closed, the chimpanzees were retired to small nearby estuary islands. In 2015, financial support for the chimpanzees was withdrawn, and Humane World for Animals, formerly Humane Society International, stepped in to help, assuming lifetime responsibility for the chimpanzees and making continued improvements to their care.

The purpose of the position is to oversee Second Chance Chimpanzee Refuge, including animal care, veterinary care, security facilities, general administration, infrastructure development, community engagement, and government relations. The Managing Director will also serve as head of the incorporated Liberian country office.

Responsibilities:

- Oversees the health and welfare of the chimpanzees, including a preventative medicine and veterinary program;
- Develops, reviews, and updates policies and procedures as needed including, but not limited to facility management, chimpanzee health and welfare, staff healthcare and safety, procurement and maintenance of equipment/assets, and security;
- Manages and directs the sanctuary staff to ensure staff maintain appropriate strategic focus and achieve their goals, including providing staff with guidance and advice, training, performance management and career development. Creates a positive workplace culture and maintains high welfare standards for staff;

- Develops a long-term plan for the infrastructure and land required to deliver professional sanctuary management. This includes design and construction needs, as well as keeping the project within budget;
- Ensures that operations are conducted in accordance with Humane World for Animal's operational and financial policies and procedures, Liberian law, and sanctuary accreditation standards;
- Assists headquarters in preparing the annual budget for the sanctuary and monitors ongoing expenses to ensure the sanctuary stays within budget;
- Develops and implements strategic plans and ensures long-term sustainability, as well as professional sanctuary management that meets Pan African Sanctuary Alliance and Global Federation of Animal Sanctuaries standards;
- Hosts visitors to the sanctuary and serves as media spokesperson in Liberia;
- Develops, in conjunction with the government of Liberia and other relevant stakeholders, a sanctuary visitor program while ensuring that chimpanzee welfare is the top priority;
- Builds relationships and liaises with chimpanzee sanctuaries in Africa and animal welfare and conservation groups in Liberia, alongside Humane World for Animals colleagues;
- Performs other duties or responsibilities, as assigned.

Qualifications and Requirements:

- Bachelor's degree in business, Nonprofit Management, Biology, or another related field, or equivalent work experience, required. Master's degree preferred;
- A minimum of ten (10) years of experience working with chimpanzees or other primates, preferably in an accredited sanctuary, required;
- Management experience in a related field, which has included management and leadership responsibilities for staff, strategy development and execution, and fiscal and budget accountabilities, preferably in the animal welfare arena, required;
- Must be fluent in English;
- A valid driver's license and clean driving record are desirable;
- Must be up to date on all required vaccinations, including MMR (measles, mumps, and rubella), Hepatitis A, Hepatitis B, Tetanus, Yellow Fever, and Rabies vaccinations;
- Must be free of any infectious diseases that are transmissible to chimpanzees;
- Must provide a negative TB test on an annual basis;
- Strong knowledge of Microsoft Suite (Word, PowerPoint, Excel, Outlook) and video conferencing platforms such as Zoom;
- Leadership ability in work setting. Flexible, willing to learn, and anticipates the needs of self and staff;



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- Ability to set a positive tone for employees during their day;
- Comfortable in a fast-paced environment with frequent deadlines; high energy, self-motivated and proactive;
- Ability to manage issues requiring problem resolution and conflict management with excellent interpersonal and intervention skills;
- Excellent written and verbal communication skills;
- Knowledge of business operations, including effective budget development and management processes;
- Attention to detail and commitment to excellence, demonstrated by the delivery of quality and timely outcomes;
- Strong interest in animal protection issues preferred.

Please submit your CV and cover letter to LiberiaApply@humaneworld.org.

Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age national origin, sexual orientation, gender identity, disability, marital or parental status or protected veteran status. EOE