



SAVE THE ELEPHANTS

TERMS OF REFERENCE

Senior Tracking Analyst

Job Title	Senior Tracking Analyst
Department	Research
Job Grade	4
Position Reports to	Research Coordinator
Position Supervises	Tracking Analyst
Leave Days	27

Job Summary/Objective

- A 2 year contract (renewable) to conduct original research on elephant movements based on both in-house STE tracking projects, and partner tracking projects via the Elephant Crisis Fund. To increase STE's capacity for analysing elephant movements by supervising the work of the Junior Tracking Analyst.

Duties and Responsibilities

- Carry out original research on elephant movements, focusing on the STE tracking database (Samburu, Tsavo ecosystem) and on data available through partnership in Kenya and at the continental scale.
- Supervise the Junior Tracking Analyst and ensure quality control on the production of maps, reports, statistical analyses, and public presentations.



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- Provide in-house tutoring to the Junior Tracking Analyst, covering: (a) movement analysis in R environment; (b) spatial data management; (c) statistical analysis; (d) scientific writing for peer-review publications.
- Ensure quality control on the data collation and curation of the STE Spatial Database (Samburu and Tsavo Ecosystems), and ensure that the spatial database is regularly updated following established protocols.
- Coordinate the production of technical reports in the following areas: (i) individual-based movements/space use of Samburu elephants over time (detailed overview of the tracking project); (ii) individual-based movements/space use of Tsavo elephants over time (detailed overview of the tracking project); (iii) management-oriented reports for tracking in other areas of Kenya and Uganda (Kerio Valley, Kidepo, Ishaqbin, Marsabit, Chyulu Hills); (iv) reports for ECF tracking partners.
- Coordinate the production of STE quarterly tracking reports by the Junior Tracking Analyst.
- Produce peer-reviewed scientific publications based on research questions identified by the STE Director of Research and Research Coordinator at the local and continental scale.
- Suggested themes for analysis/publication: (i) use of water resources by elephants (Samburu/Tsavo); (ii) broad patterns of elephant movements in the Tsavo ecosystem; (iii) drivers of movements/home range size and connectivity analyses for other tracking sites in Kenya (West Pokot, Kidepo, Ishaqbin, Marsabit, Chyulu Hills); (iv) drivers of inter-individual variation in elephant movements (“movement personalities”); (v) comparison across partner sites for the impact of poaching/disturbance on elephant movements; (vi) comparisons in movement ecology between forest and savanna elephants.
- Communication: Weekly updates to the Research Coordinator, highlighting research and science activities. Regular updates to the Continental Tracking Coordinator. Attend STE management meetings.
- Presentations: Be willing to present to donors/visitors to the STE Nairobi Office, as well as to remote audiences, on the research and science activities being conducted by Save the Elephants.

Qualifications & Experience

- PhD or equivalent experience in a relevant field
- Experience of analysing animal movements



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- Experience supervising GIS work & coding in R
- Experience with leading first-authored scientific publications on animal movements an advantage
- Field experience with radio-tracking tagged animals an advantage

Key Competencies

- Experience of working with GIS and Coding in R
- Ability to adapt to challenging circumstances and situations

Performance Expectations

- A detailed work plan, deliverables and timeline will be developed
- Respect for confidentiality over data content until publication
- High quality use of both English and scientific languages in work outputs
- Monthly plans articulated clearly for coordination and support
- Timely end of month progress reports
- Execution of approved work by agreed deadlines
- Effective supervision of employees or interns assigned to the program

Working Conditions

- Can be based at STE's head office in Nairobi, with potential for the right candidate to work remotely.
- There will be occasional need to travel to our research camps in Samburu and Tsavo, for which costs will be covered.

Compensation and Benefits

- Compensation commensurate with experience
- All costs while in the field are covered
- 27 days of leave a year

Application Process

- Via CV & cover letter to jobs@savetheelephants.org
- Deadline for applications 29th September 2023