



Expedition Leader Position Announcement

Title: Expedition Leader

Reports to: Operations Manager

Duration: Annual contract (with possibility of renewal)

Start date: January 1, 2027 (negotiable)

Background

The Wilderness Project (TWP) aims to explore, study, and better protect 1.2 million km² of irreplaceable African freshwater wilderness in partnership with local communities, governments, and NGOs. Central to this effort is understanding the watersheds through a series of self-propelled source-to-end navigations of the Zambezi, Congo, Okavango and Nile River Basins in addition to several others.

Job Overview

The Expedition Leader will conduct active river-based expeditions, leading research and expedition teams to fulfill TWP's science and research objectives across the major river basins of Sub-Saharan Africa—the Nile, Okavango, Congo, and Zambezi. This role requires regular travel throughout Sub-Saharan Africa, including Zambia, Mozambique, Malawi, Uganda, Gabon, the DRC, and South Sudan for fieldwork, expeditions, meetings, and conferences. The position involves spending approximately half the year away from home.

Key Responsibilities

- Implement and oversee river and field expeditions aligned with TWP's mission and vision, primarily using the 21st Century River Baselines methodology
 - Manage teams conducting scientific studies and research, ensuring compliance with methodologies, quality control standards, and scientific reporting requirements
 - Arrange travel, accommodation, and amenities for visiting researchers
 - Maintain and repair all expedition equipment
 - Collaborate with researchers, communications staff, and report writers to complete scientific data analysis and compile reports and publicly accessible datasets
 - Lead reconnaissance, planning, and operational execution of expeditions
 - Develop proposals and content for future expeditions
 - Identify, develop, and manage boat captains, camp managers, and researchers to build expeditionary teams
 - Build capacity within in-country departments and universities
 - Work with management and research teams to assess and prioritise future expeditions toward the goal of completing 200 river baselines by 2030
 - Liaise with scientific collaborators regarding expedition timeframes and objectives
 - Ensure field studies meet both scientific standards and TWP requirements
 - Represent TWP at scientific meetings and conferences to build organisational awareness within the research community
 - Produce monthly reports summarizing activities and outlining upcoming plans
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Reporting Structure

Reports to the Operations Manager on operational matters related to river expeditions and other TWP activities. Works closely with logistics and land support teams on expedition operations and field research communications.

Required Qualifications and Skills

Education:

- MSc or PhD in an appropriate field (desirable but not essential)

Experience:

- Leading teams in remote and challenging environments
- Strong logistical planning and organisational skills

Technical Skills:

- Proficiency with MS Office, GIS, and Google Workspace tools (Sheets, Docs)
- Strong numerical and data analysis abilities
- Valid driver's license with 4x4 driving experience

Personal Attributes:

- Proficiency in French, Portuguese or Swahili will be beneficial
 - Comfortable camping and working outdoors in the wild
 - Physical fitness to perform work in rugged terrain
 - Excellent verbal and written communication skills
 - Strong attention to detail and time management
 - Professional yet approachable demeanor when engaging with stakeholders
 - Proactive, enthusiastic problem-solver able to work independently and within culturally diverse teams
 - Hands-on and motivated to achieve personal and team goals
 - Research-oriented with an adaptive, forward-thinking approach
 - Accountable and willing to set and meet work goals
 - Flexible and adaptable to change
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To Apply

Submit the following to johan@thewildernessproject.org and mattd@thewildernessproject.org with "Expedition Leader" in the subject line by **31 October, 2026**:

1. Resume
2. Contact information
3. Three references
4. Cover letter outlining your interest, relevant experience, qualifications, skills, and salary requirements

Please review the required specifications, skills, and experience carefully before applying.

Only shortlisted candidates will be contacted.