



ONE MARA CARBON PROJECT CEO RECRUITMENT

An exciting opportunity to lead a unique carbon project in the Maasai Mara landscape.

Role	Chief Executive Officer	Location	Narok, Kenya
Reports to	OMCP Board	Responsible for	OMCP Staff
Status	Full-time		

ABOUT THE ONE MARA CARBON PROJECT (OMCP)

One Mara Carbon Project (OMCP) is an ecosystem-level conservation initiative in the Maasai Mara ecosystem, aiming to protect biodiversity, restore degraded lands, and provide climate, economic, and social benefits to local communities by accessing carbon markets. Located north and northeast of the Maasai Mara National Reserve, OMCP works in a savannah ecosystem home to iconic African wildlife and the traditional Maasai herding culture. OMCP aims to reduce emissions and restore the degraded landscape, enhance livestock through grazing management, provide alternative livelihoods for communities, ensure biodiversity conservation, build resilient conservancies, and enhance tourism. The project is supported by partner organizations, including Conservation International (CI), the Maasai Mara Wildlife Conservancies Association (MMWCA), and Ahueni.

POSITION OVERVIEW

The CEO will lead the development, implementation, and management of OMCP, as well as set the strategy for the organization and ensure its long-term financial health. This role requires a results-driven leader with a strong background in conservation, program management, organizational leadership, and stakeholder engagement.

The CEO will be responsible for setting the organizational strategy, delivering project objectives, building the OMCP organization from the ground up, overseeing staff and financial operations, ensuring compliance with carbon standards, building strategic partnerships, and representing OMCP at local, national, and international levels. The role also includes building institutional systems, managing risk, engaging communities and other stakeholders, identifying opportunities to increase the impact of the project, and overseeing efficient and effective implementation of OMCP.

The key to success in this landscape-wide project relies on full engagement from each participating conservancy. The CEO will therefore ensure that the OMCP activities are fully understood, adapted to, and well-integrated within each conservancy's management plan and resulting field activities.

JOB RESPONSIBILITIES

Project Oversight & Implementation

- Oversee the development and execution of project implementation plans in alignment with project objectives and carbon standards
- Supervise field teams and service providers to ensure timely, efficient, and high-quality delivery of all project activities
- Oversee the successful implementation of project work plans, ensuring progress toward key milestones and donor deliverables
- Ensuring active communication on project delivery and timely monitoring of project milestones

Leadership & Organizational Development

- The CEO will serve as the principal leader and strategic driver of the organization, responsible for advancing its mission, deepening community impact, and ensuring organizational sustainability. This role combines visionary leadership, operational oversight, and grassroots relationship-building to mobilize resources and partnerships for long-term environmental and community resilience
- Build and manage the core team; develop and implement a fit-for-purpose organizational structure
- Establish and operationalize the OMCP project office, including infrastructure, logistics, and systems
- Oversee and support the transition to the new OMCP entity, including legal registration, and act as an active board member

Stakeholder & Community Engagement

- Build and maintain strong relationships with all project partners, including local communities, conservancy leadership, and opinion leaders
- Serve as the primary liaison between OMCP and stakeholders, including the county and national government
- Communicate project goals and updates in a culturally sensitive and strategic manner.
- Resolve conflicts between stakeholders constructively and foster collaboration.
- Represent OMCP at local and national government platforms

Governance & Compliance

- Support legal setup and governance structures for the OMCP entity.
- Ensure compliance with national regulations and carbon standards
- Maintain transparency with the Board, ensure effective decision-making, and provide regular updates.
- Ultimately responsible for the successful validation and ongoing verification of the One Mara Carbon Project and the issuance of carbon credits

Financial Management

- Oversee financial planning, budgeting, and reporting, ensuring alignment with project goals.
- Ensure fiscal responsibility, proper procurement practices, and compliance with internal controls.
- Support financial audits and manage risk across all financial operations.
- Support carbon credit sales and raise investment

Monitoring, Evaluation & Reporting

- Ensure strong M&E systems are in place to track project progress, outcomes, and impacts in compliance with appropriate carbon standards, particularly [Verra](#)
- Lead the preparation of high-quality reports and presentations for the board and partners
- Use data and evidence to inform decision-making and improve project performance

QUALIFICATIONS

Required

- Bachelor's degree in environmental science, natural resource management, sustainable development, project management, finance or business, or a related field.
- At least 10 years of experience at a senior management level in the conservation, climate change, or agricultural fields.
- Proven experience managing budgets of at least KES 130M (~\$1M USD) annually.
- Strong understanding of the Maasai Mara's sociopolitical landscape and community dynamics.
- Demonstrated ability to engage communities, government agencies, and other stakeholders.
- Excellent leadership, communication, conflict resolution, and organizational skills.
- Fluency in English and Kiswahili

Preferred

- Master's degree in a relevant field.
- Prior leadership experience in the Maasai Mara or similar rangeland landscapes.
- Familiarity with carbon project development and certification processes.
- Proficiency in the Maa language
- Experience in implementing and managing land use sector carbon projects

WORKING CONDITIONS

- Full-time (40 hours/week), based in the Mara landscape, Narok, Kenya
- Frequent travel (up to 30%) within the project landscape is required

HOW TO APPLY

Please submit your **CV and cover letter** detailing your qualifications and experience to hr@onemaracarbon.org on or before **November 17th, 2025, at 5 pm EAT**.