



VACANCY: Country Director

Angkor Centre for Conservation of Biodiversity (ACCB)

Location: Kbal Spean, Phnom Kulen National Park, Siem Reap Province, Cambodia

Type: Full-time

Reports to: Senior Curator Allwetterzoo Muenster

About ACCB

The Angkor Centre for Conservation of Biodiversity (ACCB) is one of Cambodia's pioneering wildlife conservation organizations, established in 2003 in collaboration with Allwetterzoo Muenster and the Zoological Society for the Conservation of Species and Populations (ZGAP). ACCB focuses on conservation breeding, research, release programmes, environmental education and community engagement.

Purpose of the Role

The Country Director is responsible for leading and managing all aspects of ACCB's programs, operations and strategic development in Cambodia. This includes ensuring conservation goals are effectively implemented, maintaining high standards of animal care, building partnerships, leading fundraising efforts, guiding a diverse team, and representing ACCB nationally and internationally.

Key Responsibilities

- Provide strategic leadership and overall management of ACCB.
- Serve as country representative of ACCB in collaboration with the Cambodian authorities
- Oversee wildlife breeding and release programs.
- Ensure high standards of animal welfare and conservation best practice.
- Lead and develop national and international staff.
- Represent ACCB to government authorities, partners and donors.
- Lead fundraising, donor relations and financial oversight.

Required Qualifications

- Advanced degree in conservation biology, ecology, environmental science or a related field.
- Management experience in conservation or NGO sectors.
- Strong leadership, communication and organizational skills.
- Experience in fundraising and donor reporting.
- Fluent English, Khmer is an asset.
- Full clean driving license.
- Physically fit and able to work in a hot and humid climate.
- Ability to live under simple conditions in a rural area.



Conditions

- The position requires a minimum commitment of 5 years (including a probation period of six months).
- The Country Director shall work five days per week, for eight hours per day, and is therefore entitled to two days off per week. Working days are flexible and depend on work requirements
- 30 days annual leave
- A salary adequate to the responsibility of the position will be provided.
- Per year the cost for one return flight to home country is covered
- Paid retirement plan
- Appropriate health insurance

Why Join ACCB?

At ACCB you will lead a dedicated conservation team working at the forefront of wildlife protection in Cambodia. This is a chance to make a lasting impact on some of the region's most threatened species and to help strengthen conservation capacity for future generations.

How to Apply

Please submit a cover letter, CV in one PDF document to:

Applications should be sent to Marcel Alaze: alaze@allwetterzoo.de by **2nd February 2026**.

Subject: Country Director Application – [Your Name]

If you have any questions about this role, please contact Marcel Alaze by email
alaze@allwetterzoo.de