

Current position:
General Manager | Research Manager

CONTACT

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SKILLS

- Natural Resource & Conservation Management (ecosystem monitoring, invasive species control, habitat restoration)
- Project & Operations Management (budgeting, logistics, finances & grant writing)
- Strategic Planning & Policy Development
- Partnership & Stakeholder Engagement (government, NGOs, universities)
- Technical & Environmental Skills in Biodiversity Conservation
- Wildlife Research & Ecological Monitoring (bioacoustics, telemetry, microcontrollers, camera traps, drones, surveillance cameras)
- Data Science & Geospatial Analysis (R, Python, ArcGIS, remote sensing, Google Suite)
- Liquid and Gas Chromatography-Mass Spectrometry.
- Machine Learning & AI for Conservation (species identification, camera trap analysis)

Soft Skills:

- Problem-Solving & Critical Thinking
- Decision-Making & Autonomy
- Adaptability & Crisis Management
- Strong Written & Verbal Communication (public speaking, scientific reporting, training, social media)
- Capacity building & training
- Microsoft Office suite and Adobe Pro products (e.g., Adobe Illustrator; Excel; Access)
- Web design – WordPress.

PROFESSIONAL MEMBERSHIPS

- Board Member, Vhembe Biosphere Biodiversity Taskforce (2024 - Present)

ACTIVE CERTIFICATIONS

- First Aid Level 1 (incl. wilderness first aid)
- Registered Snake Handler & First Aider (Lv. 1)
- Top Rope Climbing Certification
- NAUI Certified Open-Water 1 Diver
- Pr. Sci. Nat. with SACNASP (*pending*).

Dr. Nico Lübcker

PROFESSIONAL EXPERIENCE

Proven expertise in conservation and environmental research. Experienced in project management, staff supervision, partnership development, and data-driven decision-making. Committed to sustainable resource use, stakeholder engagement, continuous learning, and adaptive management strategies.

General Manager & Research Manager

Lajuma Research Centre, Limpopo | Aug 2024 – Present

- Develop & lead natural resource management & conservation strategies across 4300ha Luvhondo Nature Reserve.
- Executive oversight of infrastructure & operational management, including roads, fleet, buildings, IT, and energy systems.
- Direct ecological monitoring efforts (biodiversity assessments, invasive species control, anti-poaching initiatives).
- Orchestrate multi-disciplinary research initiatives with international academic institutions, NGOs, and governmental agencies.
- Manage financial reporting, budgeting, and fundraising efforts.
- Supervise & mentor MSc/PhD students from international institutions.
- Oversee ecotourism operations & public outreach efforts (social media, community engagement).
- Implement AI & bioacoustic technologies for wildlife tracking and habitat monitoring.
- Plan & coordinate a Limpopo-wide biodiversity survey (2025) in collaboration with multiple stakeholders.
- Facilitate high-level stakeholder engagement, including government bodies, private sector investors, and conservation NGOs.

Researcher (*Ongoing Affiliation*)

University of Pretoria (UP) / 2024 – Present

- Maintain affiliation for scientific publications. Data manager liaison between UP and SAPRI (South African Polar Research Institute).

Previous Project Manager Experience

- Research & Development Scientist (Animal Nutrition), Postdoctoral Researcher, University of New Mexico (2021-2023)
- Technical Field Officer, Long-Term Ecological Research Project, New Mexico (2021-2023)
- Researcher, [Marion Island Marine Mammal Programme](#), University of Pretoria (2020)
- Full-time Field Scientist, Department of Environmental Affairs, SA (2012-2013)

EDUCATION

PhD in Zoology, University of Pretoria (2017-2020)

Developed cutting-edge methodologies for wildlife health monitoring using nutritional biomarkers.

Collaborative research between UP, Stellenbosch, and University of New Mexico.

MSc in Zoology (Distinction), University of Pretoria (2013-2016)

BSc (Honours) in Zoology (Distinction), University of Pretoria (2011)

BSc in Zoology & Botany, University of Pretoria (2010)