

The Terra Nova Experience

Investing in people. Inspiring excellence.

At Terra Nova, we don't just create unforgettable journeys for our clients - we create meaningful careers for the people who make those experiences possible. We believe that an exceptional guest experience starts with an exceptional team, which is why we're committed to fostering a workplace where people feel valued, supported, and inspired to grow.

Why Choose Terra Nova?



Grow With Us

"We invest in your success"

- Structured onboarding and a buddy system
- Continuous learning and development
- Clear career pathways and opportunities for growth
- Regular feedback and coaching



A Great Place to Work

"Great teams create great experiences"

- Supportive and collaborative culture
- Open-door leadership
- Recognition of achievements and milestones
- Regular team and company events



Setting You Up for Success

"Perform at your best"

- Clear roles and expectations
- Modern systems and technology
- Structured performance and development discussions
- Flexible working arrangements where the role allows



Rewards & Benefits

"We value your contribution"

- Competitive remuneration
- Performance-based bonus scheme
- Learning and development opportunities
- Long-service recognition
- Staff discounts for private travel
- Educational and familiarization trips (role dependent)
- An additional paid festive season day off



Make an Impact

"Become part of something bigger"

- Be part of creating unforgettable African travel experiences
- Work alongside passionate tourism professionals
- Contribute to the development of future guides through our Terra Nova Guide Academy
- Contribute to sustainable tourism in Southern Africa
- Work with leading travel brands and international agents
- Be part of a growing company where your ideas matter

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One of the best things about working at Terra Nova is the people. The team is welcoming, and my department has made settling in really easy. I also enjoy the supplier training sessions because they help us learn more about the products, partners, and people we work with. The social events are also a great way to connect with everyone outside of work.

Product Team Member

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Our Commitment to You

"What you can expect from us"

- Clear expectations
- Honest feedback
- Opportunities to learn and grow
- Support when you need it
- Recognition for great work
- A respectful and inclusive workplace
- Leaders who are invested in your success



What We Ask in Return

"What we expect from you"

- Passion & Positive attitude
- Initiative & Accountability
- Teamwork
- Customer focus
- Continuous learning
- Ownership
- Living our company values

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A big part of why I love working at Terra Nova is because I have experienced more growth here in my almost 3 short years than I did at my previous Travel company, where I worked for 7 years - I feel more heard and seen than I have at any of my previous jobs, which is something more valuable than a salary at the end of the month.

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FIT Team Member



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What sets Terra Nova apart is the people. It's a workplace where ideas are welcomed, achievements are recognised, and everyone is encouraged to contribute. You'll have the opportunity to learn from colleagues, take on new challenges, and grow your confidence in a positive and engaging environment.

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Travel Success Team Member

At Terra Nova, we believe that our people are our greatest strength. We are committed to creating an environment where employees feel supported, challenged and inspired to grow, while contributing to unforgettable travel experiences across Southern Africa.



Stay Connected



Why Join Terra Nova Tours?

Learn more about us:

<https://terra-nova.co.bw>



Terra Nova Tours Botswana



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