



WWF, the global conservation organization, invites applications for:

CONSERVATION DIRECTOR – WWF PERU COUNTRY OFFICE

WWF – Lima Office

Availability: Frequent travels (international and local).

• WWF's Mission

WWF's mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by: conserving the world's biological diversity; ensuring that the use of renewable natural resources is sustainable; promoting the reduction of pollution and wasteful consumption.

• Purpose of the Position

The Conservation Director leads the effective planning, development, implementation, management, monitoring and evaluation of the WWF Peru Conservation Program, ensuring effective and timely conservation outcomes. S/He is responsible for overall program development and oversight ensuring adequate fundraising and financing of the Conservation Program and supervising a strong team of staff to deliver outcomes. Under the instructions of the Country Director (PO REP), s/he will represent WWF Peru in all relevant national, regional and international fora to ensure a strong profile of the WWF Peru conservation program. As a member of the senior management team, s/he is responsible for providing strategic input for WWF Peru's conservation programs from planning to implementation and support the Country Director in effective fundraising and delivering a professional, effective and impact-driven organization valued by the WWF network and its partners.

• Major Duties and Responsibilities

1. Program Implementation & Monitoring

- Develops or provides leadership to ensure timely delivery of the overall WWF Peru Conservation Strategy targets and outcomes and of WWF Peru Strategic Plan, in line with WWF's Global Impact Goals.
- Pro-actively promotes the activities, plans and program of WWF Peru both internally and externally. Specifically responsible for ensuring that WWF network outreach is effective, and that WWF Peru priorities and resource needs are incorporated into the objectives and budgets of key WWF donor offices and network initiatives.
- With the PO representative as well as the Planning, Monitoring and Evaluation department, participates in the development and review of long term country plans or projects and identifies priority conservation needs and opportunities in the country. Drives an integration of programmatic, policy and communication approaches across all aspects of conservation work carried out nationally with particular attention to WWF's priority areas of work.
- Monitors, analyzes, and evaluates regularly the performance of program/project development and fundraising programs, plans, and policies against budget objectives and organizational goals. Formulates and implements changes in existing strategies and programs to maximize short- and long-term fundraising opportunities.
- Performs on-site inspections in program areas to evaluate specific projects and overall program progress. Provides technical advice and implementation assistance as needed. Prepares and submits to the PO REP field reports on each trip, assessing the effectiveness of the projects and suggesting adjustments to improve performance.

2. Program Development

- Together with the PO Rep, this position is responsible for fundraising. Specific responsibilities include providing specific guidance to WWF Peru's program/ project development and fundraising staff to achieve annual and multi-year revenue goals in support of the strategic plan's goals, and objectives. Responsible for guiding development strategies to increase the donor base to achieve accelerated revenue growth.
- Works with Senior Managers / Managers / Directors in identifying funding needs and formulates innovative concepts and proposals to increase overall program resourcing. Identifies institutional partnerships with local and international organizations to further joint fundraising efforts. Cultivates donors and works with fundraising staff in the WWF Network to prepare successful proposals. Oversees the development of quality proposals in coordination with the Program Managers in response to call for proposals by GAAs, Corporations and Foundations. Oversees the development of concept notes in support of the goals and objectives of the strategic plan and maximizes opportunities for potential funding. Develops and implements innovative fundraising strategies and tools.

3. Institutional Partnership Development

- In coordination with PO REP, develops institutional partnerships that are critical for taking the program forward. Functions as a link with Home Office to get endorsement for these partnerships. Helps WWF Peru maintain congenial business relationship with key partners and collaborators.
- Maintains close strategic working relationships within the WWF network, and in particular with key partner offices. Further builds close working relationships with new potential partner offices around the network.

- Establishes and maintains strong working relationships with project stakeholders, beneficiaries, government agencies, NGOs, academic institutions, private sector and relevant institutions. Represents WWF Peru in high level meetings at the national, regional and international levels as and when appropriate.
- Works in close coordination with the Communication and Policy Directors to strategically represent WWF in Peru in tandem with the PO Representative.

4. Supporting Role to Program Office Representative

- Keeps abreast of new technical information, national policy developments, issues and trends and advises the PO REP accordingly.
- Assists the PO REP in the development of the WWF Peru program plan and budget and the overall management of the office.
- Deputizes the Conservation Director and performs all management responsibilities in the absence of the PO Representative.
- Keeps abreast of emerging issues concerning biodiversity conservation and provides to the PO REP and the organization, insights and advice on global and regional trends and new issues as appropriate.

5. Leading a Team

- Builds a high performing, strong and united conservation team, facilitating good communication, collaboration, and sharing of lessons learned amongst them;
- Empowers the Program Managers to implement their programs by creating the appropriate internal enabling environment and providing overall technical support, direction and leadership.
- Manages the conservation program team and continues to build the capacity of the staff in program development, management and implementation, with special focus on internal communications, shared vision and collaboration among sub-programs.
- Facilitates the link between Operations and the Conservation Programs in order to ensure effective program implementation and informs the PO REP about any emerging issues needing special attention or follow-up.

6. Budget and Administration Facilitation

- Reviews annual program budget and ensures that funds are correctly allocated and spend effectively and in time and as planned. Responsible and accountable for overall program budget status. Functions as Technical Director for all major grants with the government.
- Approves payment authorizations to Grantees based on recommendations of the Grant Administrator and the relevant Technical Officer, project agreements, approved budgets and funding needs.
- Coordinates the monitoring of grantees' delivery of conservation results, according to the terms of their respective agreements, and their compliance with WWF Internal policies and procedures on allowable costs.
- Reviews all contract outputs according to the targets in the conservation plan.

7. Other Duties

- Other tasks may be assigned as necessary according to organizational needs and PO REP priorities.

• Key Deliverables:

1. A well planned, organized and executed conservation program and well magnified conservation outputs achieved through cooperation with other departments of WWF Peru.
2. Adequately funded projects and programs.
3. Generation of new conservation ideas and concepts for enhanced program impact.
4. Increased partnership development with new partners on board from the conservation field, academia, scientific institutions and incorporating other competencies complementary to WWF Peru's strengths.
5. Good teamwork and high motivation among WWF Peru staff .

• Profile

Required Qualifications

Higher Degree (Masters or PhD) in relevant discipline such as wildlife conservation, ecology, environmental policy, or natural resources management.

Experience

- a. At least 20 years of relevant professional experience in conservation, environment and development or policy work, including demonstrated experience managing large complex programs, staff and budgets in Peru;
- b. Proven experience as an effective spokesperson and conservation strategist;
- c. Experience working with governments, corporate sector, aid agencies, civil society, donors, and NGOs.
- d. Proven management experience overseeing staff, building programs and in fundraising.

Required Skills

- Demonstrated ability in development, management and delivery of large-scale programs, in particular, effective management of large budgets, strategic plans and program teams.
- Demonstrated ability to raise large funding for programs with diverse funding partners.
- Excellent knowledge of the global and regional conservation arena, key players, and policy processes.

- Demonstrated ability in leading both field and office-based teams.
- Proven ability to contribute in different sectors including marine, freshwater, forests, as per WWF Peru's strategic plan.
- Demonstrated ability to enter into complex policy, program and funding partnerships with a range of stakeholders and actors.
- Demonstrated ability in policy advocacy on sustainable resource management or conservation issues at national and preferably at a regional level.
- Excellent communication skills, fluency in both written and spoken English.
- Ability to lead performance management of direct reports.
- Strong commitment to conservation and development issues and ability to cope with varied workloads.
- Strong commitment to task, ability to cope with varied workload and flexible working hours, frequent traveling (around 33% of the time), and to work independently, but also as part of a team.
- Adheres to WWF's core values: Result, Integrity and Respect

Reporting Responsibility: Reports directly to the WWF Perú Country Office Representative. This position ensures close coordination and planning with the Peru Policy and Communication Programs to deliver results at scale

Supervisory Responsibility: Directly supervises Program Senior Managers / Managers and consultants.

Working Relationships:

- Internal** - Engage with and build on existing relationships within the WWF network. In particular works closely with the WWF US and coordinates with relevant WWF Practice leaders and teams, with regional and international teams, as well as with partner NGOs and their affiliates. Works closely and effectively with the Country Director and Senior Management Team, the Policy and Communications Programs, as well as with the conservation program Coordinators and their teams.
- External** - Establishes and maintains relationships with relevant Peruvian government departments, WWF network offices, aid agencies as well as environmental and development oriented organizations as appropriate. Responsible for developing and maintaining regular contact with national conservation experts on target issues. Relationships must also be built and maintained with international organizations of relevance.

Interested Professionals who meet the profile are encouraged to send their **CV and cover letter** to the following mail oportunidades@wwfperu.org, stating in the subject: **CONSERVATION DIRECTOR**. Deadline for applications is **October, 9th 2015**. Only candidates who are selected will be contacted.