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## Announcement

**Position title:** Program Development and Policy Coordinator  
**Report to:** Head of Conservation, WWF-DRC  
**Supervises:** WWF project staff and partners as designated  
**Location:** Kinshasa, Democratic Republic of Congo

### Context

Along with the development of its new conservation plan, the WWF in the Democratic Republic of Congo (DRC) carried out an extensive evaluation of its capacities and readiness for a transformational and lasting conservation impact as stipulated in its Country Strategic Plan. Based on the analysis<sup>1</sup>, it has been identified that a program development and policy coordinator is needed in order to complete the current conservation team, develop and fundraise for the programme around energy and infrastructure including the policy around the WWF China-Africa collaboration known as FOCAC.

As per the WWF African Ecological Future Report<sup>2</sup>, a vast number of major infrastructure corridors are being planned on the continent and in the DRC in particular. The Program for Infrastructure Development in Africa (PIDA) has identified approximately 50 projects that will require around US\$360 billion in investment among which major regional power pools and their associated generation and transmission infrastructure that will operate on the continent and are also expected to expand.

Hydro dam development is the emerging point especially in the DRC, where the potential power capacity is estimated at over 100 000 MWh (Grand Inga complex could contribute over 40 000 MWh). These infrastructure projects are expected to change the economic and social dynamics which will not be without impacts on ecosystems. These impacts are a function of a country's stage in its development trajectory.

Stakeholders at local, national, regional and continental levels are making infrastructure decisions that will have profound ecological implications. These stakeholders, if well accompanied by robust technical and environmental independent expertise may determine the role of environmental safeguards during the planning and operational phases of projects. They can also influence the degree to which local communities will benefit from local resources and ecosystem services. Unfortunately, in most of the case, they all have different interests. Many trade-offs are made in taking these decisions and very seldom are local community interests considered. Rarely the decisions are based on what is good for local communities' long term development and for the ecosystem equilibrium.

The WWF is engaged in supporting the environmental friendly infrastructure development in DRC especially when it impacts the thematic and geographical scope of its work. Understanding the dominant models of those infrastructure developments provide a basis for anticipating where ecological pressures are likely to arise.

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<sup>1</sup> DRC Organisational Development Analysis, 2017.

<sup>2</sup> African Ecological Futures, WWF Report, 2015, P28

WWF DRC finalized its conservation strategy at the beginning of 2017 aligned to the WWF new Global Goals as presented through six practices (Forest, Food, Climate and Energy, Wildlife, Ocean, and Freshwater) and three drivers (Governance, Market and Finance). The strategy presents an opportunity for the DRC national office to reorganize more efficiently to deliver at scale towards its main goal and unique critical contributions to the community centered conservation agenda.

In its conservation strategy, the link between energy developments, protected areas, forest landscapes, water flow and Green economy development has been demonstrated. For instance:

1. Acknowledging the heavy reliance of the DRC households on wood energy and its impact particularly evident on forest neighboring cities of the DRC;
2. Considering that only 9% of DRC population has access to electricity as per recent reports;
3. Considering that improving access to clean and reliable electricity will significantly reduce the deforestation rate, thus, advancing the compliance of DRC to its international engagement both CBD and Paris agreement;
4. Noting that improving the supply of sustainable energy in big town will improve the socio-economic status of Congolese people while also providing the government with means to invest in infrastructure of collective interest;
5. Convinced that there is a strong relationship between river flows, water quality, integrity of forest ecosystem and biodiversity resilience;
6. Finally considering the potential for re-investment of hydropower dam revenues' part of financial returns in upstream maintenance of ecosystems services.

WWF-DRC is seeking a high caliber, expert in advocacy, policy dialogue and programme development to lead the development of its energy and infrastructure programme with a focus on the hydropower sector in order to avoid negative impacts and catalyze financial return for the conservation of the DRC high conservation values (protected areas, forest landscape...)

### **I. Major functions:**

The Program Development and Policy Manager supports the delivery of transformational and lasting conservation impacts by building and leading WWF DRC's energy and infrastructure program, ensuring coherent integration of thematic and geographical plans as presented in the country Strategic Plan, connect with DRC ministries in charge of energy, infrastructure and others to support the regulation of the sector for the benefit of people and the environment.

He/She provides advices to the Head of Conservation on pertinent conservation issues in the country and their implication at regional and international level. He/She leads the tactical implementation of the WWF energy mix and infrastructure programme in all landscapes and in partnership with key international, governmental and local partners. As the Energy Practice focal point, he or she will lead the concertation and empowerment of civil society to take ownership of the future sustainable energy orientation in the DRC. By doing so, he or she will support the engagement with multilateral and bilateral institutions to influence the policies around energy (Oil, hydropower, solar power, mining...) in the DRC.

He (She) will represent WWF-DRC in the Energy transformational project as developed by the Regional Office for Africa. He/she will be the contact point with the WWF Freshwater Practice Rivers and Infrastructure Coordinator and E&C Practice team.

## **II. Major duties and responsibilities:**

In close collaboration with WWF-DRC Head of Conservation, program managers, landscape leaders, the Africa Energy Transformational team and the relevant Global Practice Teams (Freshwater and Energy & Climate Change in particular) and other key partners, the Program Development and Policy Manager will:

### Strategy and orientations

- Develop the energy and infrastructure program using a participatory, adaptive management approach.
- Engage in energy and infrastructure related policy work to influence the decision making in the way that supports other areas of WWF-DRC works.
- Coordinate the implementation of the energy and infrastructure programme, with links to mining and oil policy coordination, across all landscapes where WWF-DRC works.
- In partnership with the network fresh water community of practice, finalize a WWF position on huge infrastructures like the INGA dam.
- Ensure that national and provincial strategies for sustainable energy mix are developed in a participative way by the government (mini hydropower, solar power, etc.).
- Coordinate the development of action plans related to the new national Energy and Infrastructure strategy that defines national and local activities in alignment with the Practices;
- Ensure the alignment between WWF-DRC energy programme and the Africa Energy transformational project while also acting as technical representative in the ETP working group.
- Lead the coordination of the ETP implementation in DRC.
- Collect relevant law and application decrees on various aspects (particularly on energy and infrastructures) in order to give policy advices to WWF DRC office and landscapes leaders.
- Collaborate with related stakeholders in the development of institutional relationships and partnerships relevant to the hydropower and infrastructures safeguards.
- Connect with parliaments and senators and other government bodies (ADEPI, Ministry of Energy, presidency...) to influence the legal dimension of infrastructure.
- Connect with Civil Society Organization to support their voice in the energy development in the DRC.
- Provides technical expertise for WWF activities on Energy and Infrastructure and its relation with (REDD+) in coordination with relevant Practices and national offices;
- Ensure that relevant global and regional issues are translated into pragmatic orientations in the new strategic activities in parallel to institutional and civil society concertation.
- Provides support to WWF DRC in developing position in regards of WWF policies, Government and institutions orientations particularly on energy and infrastructure issues.
- Lead due diligence and manage corporate database collaboration in the country;
- Coordinate WWF technical contributions into relevant high quality development project proposals, inception and implementation at national, sub-national and local scale;
- Collaborate, with other appropriate partners, in the development of a financial mechanism supporting conservation of water basins related to hydro power dam generation;
- As much as possible, practically develop based on current experiences, a pilot financial mechanism that could help maintain forest ecosystem services through hydro power revenue's generation;

- Develop proposals to help provide sustainable source of energy (in particular solar energy) for rural poor, indigenous people and remote communities (particularly in WWF DRC landscapes);
- Maintain contact with the FW practice rivers and infrastructure coordinator and Climate and Energy core team informing about emerging issues and seeking support;
- Ensure that hydropower and energy positions taken in the country are in line with WWF standards and guidelines.

#### Finance and Operations

- With the direct support of the manager of finance and administration, ensures development of project budgets for approval, technical and financial reporting, and monitoring of expenditures against budgets. Ensures establishment of financial management systems for the project(s) to adequately meet financial management needs and donor regulations and policies.
- With support of the network and others, oversees and guides fundraising efforts, ensuring preparation of proposals and engagement of donors.
- With support from WWF, ensures that project(s) are in compliance with donor regulations
- Coordinate support from financial, operation and program team members aligned with the new strategy;
- Lead on the restructuration (organogram) of the new program in line with its new capacity needs by defining the main positions and expertise;
- Identify key underpinning research needs and partnership in the implementation of the strategy ;
- Analyze the current financial resources available and expected needs in the implementation of the new strategy;

#### Others

- Prepares regular reports on progress towards objectives, particularly using APMS and SPMS tool;
- Update energy and infrastructure strategy and practices outcomes;
- Works with WWF programme and Practice communicators to develop communication strategy approaches as necessary, and communication outreach to support WWF's objectives;
- Other related tasks as required.

### **III. Profile**

#### **Required Qualifications**

- A minimum of a Master's degree or equivalent in economics of environment, hydro energy or infrastructure engineering or related disciplines.
- Preferably a minimum experience of 10 years acquired in the area of conservation and development, regional cooperation, including interactions with development institutions. The last 3 to 5 years should be at a senior management level.
- A Broad knowledge of the state of Infrastructure and energy development in DRC and in Africa including their externalities and linkages with other businesses sectors.
- Familiarity with the work of other Conservation NGOs, Multilateral and Bilateral Development Finance Institutions in assisting conservation inputs in economic reform and addressing poverty reduction in developing countries;

- Experience with working in large, multicultural organizations in the public or private sector with a diverse workforce and sensitivity to diversity concerns of staff and WWF network;
- Proven intellectual leadership in managing and maintaining an efficient and transparent work environment, innovations and change management;
- Creativity in providing guidance on innovative and cutting edge solutions to voicing and implementation of national and regional thematic aligned with the Africa ecological futures and practices.
- Ability to listen and communicate effectively with oversight bodies such as multi-national Boards of corporate groups and other senior government officials;
- Ability to think strategically and design long term plans and programs to develop staff in line with strategic priorities;
- Ability to inspire, generate and sustain staff commitment and professional excellence; Good negotiating skills and ability to communicate orally and write effectively in English and French.
- Excellent balance between aptitude and attitude in the work place, good morality, respect to others and integrity in managing WWF resources.
- Understanding of institutional and legal framework in DRC as it relates to energy and infrastructure issues;
- Leadership skills;

#### **Required Skills and Competencies**

- Excellent interpersonal, organizational, analytical and research skills;
- Innovative, creative and willing to learn and to share knowledge with others.
- Passionate about natural resource conservation in DRC and in Central Africa;
- Great team player and demonstrated ability to work and deliver across different teams and programmes;
- Good writing and communication skills
- Adherence to WWF's values, which are: Optimistic, Engaging, Determined and Knowledgeable.
- Fluent in French and with a good command of English

#### **IV. WORKING RELATIONSHIPS**

**Internal**– Works closely with the DRC Conservation Director, other program managers and landscape leaders in the WWF DRC office, the regional Energy Transformational Project team, the WWF Freshwater and Energy and Climate Practices and the WWF National Offices to align positions, coordinate efforts and mobilize support.

**External** – Works with major DRC implementation partners. Coordinates closely with a suite of multilateral and bilateral organizations, donors, and national NGO's, and local communities.

If interested, please send your application letter with a CV stating your availability to the Human Resources Manager:

E-mail: [recruit-wwfdrc@wwfdrc.org](mailto:recruit-wwfdrc@wwfdrc.org)

Mail: 14, avenue Sergent Moke, Concession Safricas, Quartier Socimat, Kinshasa / Ngaliema, DR Congo

**Deadline for applications: 26 May 2018**