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The World Wide Fund for Nature (WWF) Cameroon Seeks a Conservation Manager

Want to make a positive difference to the future of people and our one shared home the Earth? Working with WWF could be the opportunity of your lifetime:

All around the world, people are waking up to the deepening crisis of nature loss. A growing realization that nature is our life-support system. And that nobody will be spared from the impacts of its loss. Here at WWF, we are helping to tackle this enormous global challenge.

Our people come from hugely diverse backgrounds and with a variety of expertise, ranging from human resources and finance to advocacy and conservation science. We welcome applications from anyone who believes they can help us create a better future for people and wildlife.

What we do:

We are an independent conservation organization, striving to sustain the natural world for the benefit of people and wildlife. From individuals and communities to businesses and government, we are part of a growing coalition calling on world leaders to set nature on the path to recovery by 2030. Together, we seek to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainably.

For our country program office in Cameroon, we are looking for a dynamic and committed Conservation Manager who will be able to meet the needs and objectives of the conservation department.

Reports to: Country Director

Supervises: Business and Industries Coordinator, Forest & Climate Coordinator, IP Advisor, Biomonitoring & Wildlife Coordinator, Legal & Compliance Officer, Communications Coordinator

Location: Yaoundé

The mission of the Department:

To develop and lead the national conservation strategy and agenda of WWF Cameroon so that it is both highly influential in national civil society, and government entities and able to shape the sustainability agenda domestically, and also consistent with the work of the Global Practices and WWF's global conservation goals. Also coordinates WWF partnerships locally. This will allow WWF to achieve greater conservation impact across the network.

Major functions:

To work with the Country Director, Congo Basin Conservation Director and Global Practices to identify and accelerate developing, designing and implementing a national conservation strategy that delivers the greatest impact.

The role ensures the fulfilment of WWF's mission of 'people living in harmony with nature' by ensuring the relevance of our conservation work to people and development in Cameroon and providing thought leadership on key issues at the highest organisational level. The Conservation manager will lead the strategic planning, conservation strategy and future institutional development of WWF Cameroon in Cameroon, helping maintain WWF as the world's leading conservation INGO and enabling WWF Cameroon to play a significant role in the WWF Network.

Major Duties and Responsibilities:

- Develop a common understanding of national priorities, regional trends and opportunities for delivering impact aligned with national conservation objectives and Practice Outcomes/Global goals.
- Provide timely advice to Country Director, on emerging opportunities and challenges for conservation delivery at the national level.
- Lead the conservation team and ensure clarity on roles, responsibilities and objectives.



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- Work closely with fundraising/resource mobilization in the development of sustainable donor agreements for conservation delivery.
- Identify and prioritize the most promising opportunities for external partnerships to support delivering impact at the national level.
- Ensure that WWF's conservation work on the ground is aligned with WWF's ESSF, clearly upholding the human rights of people and communities.
- Actively establish and monitor progress against social policy indicators across conservation programmes.
- Accelerate developing, designing and implementing high-quality national programmes and projects, fully compliant with quality assurance and ESSF frameworks.
- Work closely with the Country Director to identify and pursue crucial opportunities for joint action with other conservation groups and external partners locally and regionally, to co-lead and promote unified conservation agendas such as the global deal for nature.
- Facilitate collaboration frameworks, guide and provide oversight and support for seamless delivery of transboundary conservation initiatives.
- Support the Practices by promoting innovation within national/regional geographies and advise on how new ideas can be best supported, incubated, prototyped and accelerated.
- Identify and address capacity and operational constraints to the effective implementation of Global programme strategies and Initiatives (if applicable) at the national level.
- Participate in the development of policy to influence change at all levels.
- Identify external policy opportunities in line with national conservation and Global strategies and represent WWF Cameroon in relevant engagements with local partners, in important forums as necessary and helps manage key conservation relationships.
- Provide inputs to communications products/campaigns at all levels to ensure accurate information is published to promote the image of WWF Cameroon and its conservation activities.
- Act as spokesperson for conservation issues as required in coordination with the Country Director and communications team, and the Congo Basin Conservation Director, as appropriate.
- Ensure that WWF Cameroon has established solid SMART indicators and baselines for its local biodiversity targets and footprint objectives, including within projects.
- Ensure effective performance monitoring of the implementation of conservation plans, by promoting timely and effective reporting against the WWF dashboard and KPIs, based on annual and strategic plans.
- Participate in the Conservation Directors' Forum and other appropriate Networks involving other WWF country offices to influence conservation impact at scale.
- Liaise with the Congo Basin Conservation Director, and other national Conservation Directors, as appropriate, to help WWF converge around conservation strategies and plans.
- Support learning and ensure best practices are adopted to improve conservation outcomes and operational excellence.
- Undertakes other tasks as requested and agreed with the Country Director.

Profile:

Required Qualifications

- Minimum master's degree in Environmental/Conservation science and other related fields of study.
- At least 10 years of experience in a senior conservation leadership role.
- Clear evidence of enabling conservation delivery and experience.
- Proven knowledge and experience of human rights, community-based approaches to conservation, and environmental and social safeguards.



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- Proven track record of managing internal and external multicultural stakeholders to influence and drive change.
- Fluent in the English and French languages

Required Skills and Competencies

- A passion and commitment to conservation and sustainable development.
- The aptitude for 'leading through influence' and a management style focused on enabling others.
- Strong ability to bring together and inspire teams together for impact delivery;
- Experience working in an international, matrix organization would be an advantage.
- An entrepreneurial approach and eye for spotting innovation.
- Superb interpersonal skills which help connect people across different communities.
- Superlative diplomatic and communication skills.
- The highest level of integrity and confidentiality.
- Identifies and aligns with the core values of the WWF organization: Courage, Integrity, Respect & Collaboration.
- Demonstrates WWF behaviours in ways of working: Strive for Impact, Listen Deeply, Collaborate Openly, Innovate Fearlessly;
- Adheres to WWF's brand characteristics, which are: Knowledgeable, Optimistic, Determined and Engaging.

How to apply:

Apply through the Link: https://cameroon.panda.org/apply_to_a_job/apply_to_a_job/

Deadline for receipt of applications: Monday, 24th April 2023.

WWF is an equal-opportunity employer and is committed to a diverse workforce