



for a living planet

Bureau National du Programme WWF en RDC
4630, Avenue de la Science
Immeuble 365 Offices Building, entrée D
Commune de la Gombe - Kinshasa
République Démocratique du Congo

Tel. +243976006100
B.P. 2847 Kinshasa I
E-mail : wwfdrc@wwfdrc.org
Website : www.panda.org

Numéro d'impôt : A0700478D

Job announcement

« Conservation Director »

We are looking for a dynamic and committed **Conservation director** to support conservation efforts.

I. Introduction

The World Wide Fund for Nature (WWF), the international conservation organization, has a large and growing conservation programme in the Democratic Republic of Congo (DRC), implementing a large number of projects under five practices; Forests & Protected Areas, Food (Agriculture), Wildlife, Climate & Energy, and Freshwater, as well as within the crosscutting practices of Markets and Governance. The Conservation Director will ensure WWF – DRC's vision and country strategy is implemented by attaining its conservation objectives.

Location: Kinshasa in the Democratic Republic of Congo

Duration: 1 year with possibility of extension.

II. Main Functions

The Conservation Director supports the delivery of transformational and lasting conservation impact by building and leading WWF – DRC's Conservation Programme, ensuring coherent integration of thematic and geographical programmes as presented in the Country Strategic Plan. He/she provides advice to the DRC Country Director on pertinent conservation issues in the country. He/she leads the tactical direction of DRC's Conservation Agenda in partnership with key international, governmental and local partners. He/she will engage with Congolese local civil society to support them in taking ownership of the future of the natural capital management. By doing so, he/she will facilitate the further embedding of WWF – DRC in the DRC civil society, thus, enhancing our relevancy to conservation and rural development work in the country. Working closely with the Country Director, he/she supports the engagement with multilateral and bilateral institutions to influence the policies around key conservation issues. He/she also mediates the WWF network's engagement (through Practices) to maintain the alignment of WWF – DRC critical contributions to the WWF Global Goals.

❖ Responsibilities and main tasks

A. Conservation Strategy Development and Implementation

- Lead the development/implementation of the Country Conservation strategy and programme designs and ensure alignment with WWF's Global Goals, and Africa Regional Strategy.
- Lead in the development and management of a holistic programme and ensure strong coordination between the different strategic (thematic) pillars and the geographical programmes (landscapes).

*President: Pavan Sukhdev
Director General: Marco Lambertini
President Emeritus:
HRH The Duke of Edinburgh
Founder President:
HRH Prince Bernhard of The Netherlands*

*Registered as:
WWF-World Wide Fund For Nature
WWF-Fondo Mondiale per la Natura
WWF-Fondo Mundial para la Naturaleza
WWF-Fonds Mondial pour la Nature
WWF-Welt Natur Fonds
Also known as World Wildlife Fund*

- Ensure active participation of WWF's partners in the Conservation Programme and its development as well as strengthening partners' capacities in pre-identified areas.
- Develop synergies between WWF's partners to ensure experience sharing and strengthen lobby / advocacy capacity at national level.
- Coordinate with WWF National Offices and partners on Conservation related issues (policy, advocacy, programmatic) and concerns, facilitating effective working relationships and ensuring "one voice" from the network to strengthen the governance of the natural capital in DRC.
- Ensure WWF-DRC representation in strategic technical internal and external Conservation forums.
- Ensure thorough planning for the implementation of WWF – DRC's Conservation Strategy is developed, maintained and respected, and that "lessons learned" are available for future reference and use by the WWF.
- Establish linkages between WWF's vision and conservation objectives of the DRC Government as well as those of the donor community.
- Stay on top of the development of conservation and development trends (e.g. SDGs, CBD, INGA, Nature-based solutions, and Carbon market/financing) and inform colleagues and partners of new conservation initiatives, approaches, strategies, etc. for better integration into the WWF – DRC programmatic strategy.
- Coordinate the preparation of strategic documents, guidelines, and other materials required to guide the conservation vision of the WWF – DRC programme.

B. Programme Accountability, Monitoring and Evaluation:

- Manage Performance and build capacity of Programme/Project managers, and provides technical advice as appropriate.
- Through supervision of the Monitoring, Evaluation, and Learning Manager (MEL), ensure regular on-site visits to monitor project alignment and implementation progress.
- Ensure planning of thematic programmes are maintained and respected by working closely with the Programme/Project managers, and compile lessons learned for future reference and use by the WWF.
- Ensure necessary human resources are in place to deliver on the Conservation Strategy by coordinating the elaboration of job descriptions and terms of reference for new conservation staff and consultants with Programme/Project managers and participate in recruitment processes.
- Ensure the Environmental and Social Safeguards Framework is embedded in the WWF-DRC Conservation delivery across landscapes.
- Contribute to the development of the WWF – DRC annual operational plan, the preparation of annual budgets and other reports to submit to the regional office (WWF-ROA), donors and to DRC offices.
- Ensure project/programme resources are responsibly managed.
- Provide advice to the Country Director on pertinent conservation issues, technical input in strategic documents and other ad hoc advice and assistance as needed.
- In collaboration with practice leaders, ensure leadership and accountability for the WWF–DRC overall critical contributions delivery in line with the Network's Global Goals.

C. Fundraising and Partnership

- Support the Fundraising, Communications, and Partnership Manager, Fundraising Officer, and the Country Director in fundraising through provision and development of transformational project ideas.
- Contribute to critical relationship building with financial and political partners to ensure influencing policy and enhancing WWF – DRC's donor base.
- Ensure technical backstopping for the development of big programmatic proposals.
- Support the promotion of new funding models and their integration into the conservation approach

D. Policy and Partnership

- Support the Country Director in liaising with donors and strategic governmental partners through different ministries to contribute to policy changes and improvements.
- Advise the Country Director i Policy dialogues and influence in various areas both with the WWF Network, DRC institutions and with regional institutions (AfDB, COMIFAC, ECCAS, etc).
- Contribute to the building of the next generation of conservationists focusing on youth and women and supporting the promotion of the human rights integration in WWF-DRC conservation approaches.
- Support the development of Jurisdictional programmes (Green Economy) in DRC.

E. Others

- Ensure that the supervised staff perform according to their JDs;
- Give support/ advice to supervised staff;
- Perform periodic assessments to ensure performance;
- Perform other duties as assigned.

❖ Required knowledge and Skills

Knowledge:

The Conservation Director must have an advanced university degree (Master or equivalent) in natural resources management, biological sciences or related field experience. A PhD in conservation biology an asset.

Experience:

The Conservation Director must have broad working experience in conservation in DRC or in similar setting, with at least ten years of experience. Additional international experience and understanding of field-based activities is essential.

III. Skills and Abilities

- Good technical, organizational, interpersonal and teambuilding skills essential.
- Ability to develop and co-ordinate conservation programmes and projects and to work effectively with a wide variety of partners and disciplines.
- Excellent understanding of ecoregional conservation, and the principles of conservation biology, as well as DRC's biodiversity.
- Good understanding of WWF's objectives and conservation strategies.
- Good understanding of DRC natural resource management related plans and programmes. Diplomatic and multi-cultural skills.
- Strong skills in programme and planning, monitoring, and evaluation, and project cycle management.
- Excellent oral and written communication skills, in English and French.
- Team player and respectful of human and cultural diversity.
- Adhere to WWF's **values**, which are: Courage, Integrity, Respect, and Collaboration.
- Demonstrate **4 behaviours**, which are: Strive for impact, Listen deeply, Collaborate openly and Innovate fearlessly.

IV. Working Relations

Internal: Interacts with WWF – DRC's Programme/project managers, M&E Officer, ESSF Officer, and related conservation and support staff on a regular basis.

Co-ordinates and interacts with WWF-ROA, National Offices, International Offices, and WWF Network staff as appropriate. Also interacts with other WWF-ROA offices.

External: Interact with partners in and outside of DRC when appropriate.

V. How to apply

Interested candidates should email a cover letter (with at least 3 references) and curriculum vitae to: recruit-wwfdrc@wwfdrc.org , with the mention: **Conservation Director**

by **August, 28 2022.**

Thank you in advance for your interest in this position. Please note that only candidates under serious consideration will be contacted for follow up. ***Only short-listed candidates will be contacted.***

Female applicants are encouraged. WWF is an equal opportunity employer and committed to having a diverse workforce