



together possible.

The World Wide Fund for Nature seeks a
Conservation Director for its Republic of Congo Office

Want to make a positive difference to the future of people and our one shared home, the Earth? Working at WWF could be your opportunity of a 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 HR 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 business 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 sustainable.

Our conservation programme in the Republic of Congo is one of the fast growing in Africa and includes field programmes in the TRIDOM and in Ntokou Pikounda National Park. The field work is complemented by thematic programmes ranging from Sustainable Forest Management, Climate Change, species conservation, combatting illegal wildlife trade, energy, infrastructure and governance.

We are looking for a dynamic and committed **Conservation Director**.

Location: Brazzaville, Republic of Congo with regular visits to the field.

Contract type: 2-year fixed-term contract

Mission:

Lead the development, implementation and coordination of WWF conservation programs in the Republic of Congo (RoC). Ensure the ongoing alignment of the WWF RoC strategic and conservation plans with WWF priorities as well as national government priorities.

Main function and responsibilities:

A. Conservation

The RoC Conservation Director is responsible for implementing the WWF RoC conservation strategy, programs development and managing the RoC conservation team; In addition, the Conservation Director is responsible for fostering collaboration with WWF network entities and implementation of WWF's environmental and social safeguards framework (ESSF) in the Republic of Congo.

- 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.

- Develop a common understanding of national priorities, regional trends and opportunities for delivering impact aligned with national conservation objectives and WWF Global goals.
- Accelerate the development, design and implementation of the high-quality national programs and projects, fully compliant with quality assurance and ESSF frameworks
- Support the Practices in promoting innovation within national/regional geographies and advise on how new ideas can be best supported, incubated, prototyped and accelerated.
- Ensure that WWF's conservation work on the ground is aligned to WWF's social policies, clearly upholding the human rights of local communities and indigenous people.

B. Policy and Advocacy

Regularly engage with key actors (national and decentralized government entities, international actors, technical and financial partners, local communities including Indigenous People) to establish and operate platforms for dialogue. Working closely with the Country Director when it comes to national level programming and engagement with stakeholders as well as to ensure the links between WWF's landscape programs and national level dialogues.

- Through the platforms, identify areas where policy changes or developments are needed to achieve WWF's objectives in the Republic of Congo.
- Support the Government of Republic of Congo to progress on national level policies, dialogues, and forums, especially on land use planning, conservation of biodiversity, climate mitigation and adaptation, peatland conservation, etc.
- Work closely with the fundraising/resource mobilization teams in the development of sustainable donor agreements for conservation delivery.
- Identify funding opportunities for WWF, and discuss these with the Country Director so to jointly decide on which ones to pursue. For those identified, plan, direct and oversee the development of concepts and proposals in accordance with WWF field operations policies and procedures.
- Identify and prioritize the most promising opportunities for external partnerships to support delivering impact at national level.

What you need:

Required Qualifications:

- Post-graduate degree in Environmental/Conservation science or practice, environmental policy, forestry, international development or related field of study.
- At least 10 years' experience in a senior conservation leadership role.
- Proven knowledge and experience of human rights, community-based approaches to Conservation, and environmental and social safeguards.
- Proven track record of managing internal and external multi-cultural stakeholders to influence and drive change.
- Strong background in environmental policy, inclusive natural resource management, including species conservation, protected area planning and management, climate change adaptation and mitigation (REDD+), land-use planning, and/or related topics.



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- Strong knowledge base on the policies and environmental regulation issues of Central Africa that affect sustainable forest management and biodiversity conservation is preferred.
- Experience building good working relationships with local and international partners, including government authorities, NGOs, technical partners, and bi-lateral and multilateral donors is highly desirable.
- Program management skills must include i) program planning, ii) technical direction and oversight.
- Position requires excellent communication skills, both oral and written English and French (Required).

Required skills and competences:

- Good understanding of RoC natural resource management related plans and programmes. Diplomatic and multi-cultural skills.
- The aptitude for 'leading through influence' and a management style focused on enabling others.
- Experience of working in an international, matrix organization would be an advantage;
- Must be a team player with very strong diplomatic and communication skills.
- Embraces the WWF mission and values of the organisation: Courage, Integrity, Respect & Collaboration.

For more information on the position, please consult the attached job description.

How to apply?

Interested candidates should prepare and submit: a cover letter and a curriculum vitae, all together not exceeding 5 pages to the following e-mail address: recruitafrica@wwfint.org

The subject should read “RoC-ConsDir001”

Deadline for applications: 14th March 2025

Please note that only candidates under serious consideration will be contacted for follow up. If you have not been contacted six weeks after closing, consider your application unsuccessful.

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