



## WWF ADRIA CONSERVATION DIRECTOR

Position title:	Regional Conservation Director – WWF ADRIA
Reports to:	WWF Adria CEO
Supervises:	Program Managers and program support staff
Date:	Oct/Nov 2025, full time job, fixed term contract (2 years)

### 1 MISSION OF THE DEPARTMENT

WWF Adria Conservation Director leads and drives WWF Adria's conservation vision and strategy across 8 Adria countries: Slovenia, Croatia, Bosnia & Herzegovina, Serbia, Montenegro, North Macedonia, Kosovo, and Albania. The role ensures high-impact, scalable conservation outcomes aligned with WWF Global Goals by overseeing a coherent and well-managed project pipeline, ensuring excellence in project implementation, and championing consistent and integrated approaches developed to deliver high quality and transformational conservation impact at scale.

As the most senior conservation leader in WWF Adria and member of the Senior Management Team (SMT), the Conservation Director will steer the full project management cycle—from concept through execution, monitoring, evaluation, and adaptive management—to ensure WWF Adria's strategic targets are met or exceeded. This entails defining WWF Adria conservation priorities, ensuring and building relations, and strengthening WWF's visibility, reputation and influence amongst key stakeholders.

This position will be based in Zagreb, Croatia as a full-time role for a period of 2 years with possibility of extension.

### 2 MAJOR FUNCTIONS

- Ensures that WWF Adria delivers conservation impact at scale in line with the 2030 Global Goals and reaches the agreed level of conservation performance measured by clear KPI's;

- Provides strategic direction and oversight for all conservation efforts, ensuring alignment with WWF's global outcomes and regional strategic goals.
- Leads the development of a strong, fundable conservation project pipeline, translating strategic priorities into high-impact programmatic interventions.
- Oversees effective project implementation, risk management, performance monitoring, and adaptive learning across the portfolio ensuring that we deliver on the expectations and requirements of our donors and partners.
- Actively support WWF Adria's income generation and fundraising strategies, by building relations with key donors and funders and ensuring project design is compelling and donor-aligned.
- Ensures sound application of WWF's Program Management Standards and internal systems to drive efficient and accountable conservation delivery.
- Builds strategic partnerships with governments, donors, NGOs, private sector, and communities to influence and scale conservation impact.
- Leads, mentors, and builds the capacity of WWF Adria's conservation team to deliver integrated, cross-boundary initiatives
- Develops a common understanding of regional and sub-regional trends and opportunities, and identifies and accelerates the development, design and implementation of high-quality initiatives that capitalize on these opportunities and deliver the greatest conservation impact in line with WWF global outcomes;

### 3 MAJOR DUTIES AND RESPONSIBILITIES

#### **Strategic Leadership and Conservation Planning**

- Leads strategic planning and development of WWF Adria's Conservation Strategy, aligned with WWF Global Goals and informed by sound regional analysis.
- Promotes a data-driven and adaptive approach to priority setting and programming based on trends, risks, and emerging opportunities.
- Leads coordination and delivery of transboundary programs ensuring strategic coherence and synergy across countries and thematic areas.
- Actively engages with WWF's Global Conservation Division and represents WWF ADRIA as a thought leader on conservation topics in international fora and platforms.
- Builds strategic partnerships and coalitions with likeminded organizations and communities to strengthen their voice and influence in environmental policies.

### **Project Pipeline Development and Fundraising Alignment**

- Drives the identification, design, and packaging of high-quality, fundable project concepts, in collaboration with program teams and the resource acquisition team.
- Ensures project ideas are anchored in WWF Adria's strategic goals, theory of change, and global programmatic frameworks.
- Supports the development of concept notes and full proposals that are aligned with donor expectations and in line with WWF Adria's organizational priorities and needs
- Maintains a dynamic, up-to-date pipeline database that tracks the status of concept development, submission, and funding decisions.
- Proactively engages with (potential) donors and builds partnerships with strategic public and private sector partners.

### **Project Management and Implementation Oversight**

- Oversees quality implementation of conservation project portfolio ensuring compliance with WWF's standards and donor requirements at each stage: planning, execution, reporting, and evaluation.
- Supervises quality implementation and results delivery across the entire portfolio, promoting consistency, efficiency, and impact.
- Monitors project performance against KPIs and strategic targets, implements corrective measures where needed, and fosters continuous learning and innovation.
- Ensures regular conservation program reviews, mid-term evaluations, and strategic plan updates reflect project-level learning and evolving external conditions.

### **Monitoring, Evaluation, and Reporting**

- Guarantees all conservation programs have robust M&E frameworks, with clear baselines, SMART indicators, and transparent data management practices.
- Oversees production of timely and high-quality technical and financial reports for internal and external stakeholders.
- Coordinates conservation data consolidation to inform decision-making, institutional learning, and strategic adaptation.

### **Fundraising and Income Generation Support**

- Develops and promotes an active conservation project pipeline with the conservation team, inspiring innovation, ambition and adaptability
- Works closely with the resource acquisition team to ensure strategic alignment between fundraising efforts and conservation priorities.

- Guides project teams in identifying fundraising opportunities, donor mapping, and engagement strategies.
- Serves as a thought leader and subject matter expert during donor meetings and fundraising pitches.

#### **People Management & Team Leadership**

- Supervises and line manages key conservation and organizational positions ensuring adherence to WWF values and clear performance management criteria.
- Provides strategic oversight and mentorship to Program Managers and key conservation staff, fostering a high-performance, collaborative culture.
- Supports team capacity development and learning across the conservation unit.
- Ensures team structures and roles support delivery of strategic objectives and operational efficiency.
- Supports Adria conservation program leads in their team management, including positions' appraisals, evaluations of performance, and planning and hiring of new capacity.
- Plans for conservation program staff training and capacity building in cooperation with Adria conservation program leads and Adria P&C Manager.
- Ensures coordination and exchange of information at the level of Adria conservation program leads to assure synergies, integration and coordination of conservation work.

## **4 PROFILE**

#### **Required Qualifications:**

- As a minimum a Masters' degree in Environmental or Natural Sciences, Natural Resources and Conservation Management, or related fields;
- Minimum of 8 years in senior leadership role, preferably in international NGOs or multilateral environments
- Proven track record of managing and leading teams, developing complex programs and delivering impact;
- Proven experience in project pipeline development, project implementation management, and organisational fundraising.
- Strong knowledge of donor landscape and experience with large-scale, multi-donor program design and implementation.
- Expertise in the Adria region's ecological, political, and socio-economic context.
- Proven track record of managing internal and external multi-cultural stakeholders to influence and drive change;
- Extensive experience in project/programme development and management

- Complete fluency in English.

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

- Demonstrated strength in program and project management, including financial oversight and risk mitigation.
- Strong strategic thinking, facilitation, and stakeholder engagement skills.
- Experience in building and leading high-performing, multicultural teams.
- Excellent communication, negotiation, and diplomatic skills, with the ability to inspire and influence across sectors.
- Entrepreneurial approach and eye for spotting innovation;
- Deep commitment to WWF's mission, and adherence to core values: Courage, Integrity, Respect, and Collaboration.

## **5 INFORMATION AND PROCEDURE**

Are you interested in this position and do you recognize yourself in the above profile? Then we invite you to express your interest until August 25th 2025 by sending an e-mail with motivation letter and CV in English to [jmarkovic@wwfadria.org](mailto:jmarkovic@wwfadria.org) and titled „Conservation Director“. Only candidates selected for interviews will be contacted, and for selected candidates interview will be held virtually.