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JOB DESCRIPTION

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| Position title | : | South Western Indian Ocean (SWIO) Seascape Leader |
| Reports to | : | Country Director based on Location |
| with accountability to the | | SWIO Steering Group |
| Supervises | : | SWIO Support unit members - Administrative & Finance, fundraising, communication, M&E Thematic Leads |
| Location | : | Antananarivo |
| Grade | : | IPE 56 |
| Type of contract: | | Fixed Term |
| Contract duration: | | 2 years renewable |
| Date | : | August 2021 |

I. Introduction / background

In July 2018, as a result of Africa Conservation process - the SWIO seascape was identified as a priority seascape for WWF in Africa among others such as Congo Bassin, KAZA, SOKNOT and Greater Virunga. The South Western Indian Ocean (SWIO) seascape has been prioritized by WWF because of high levels of biodiversity from ecosystem to species levels, together with the important ecosystems services including fisheries it provides within the Western Indian Ocean.

The South Western Indian Ocean region is characterized by high biodiversity in both species and ecosystems, which rank it as one of the world's richest ocean regions. The Northern Mozambique Channel for instance – the core biodiversity area of the seascape - is the second richest marine biodiversity hotspot in the world after the Coral Triangle (Obura 2012, Veron et al. 2015). It harbours 300 coral species i.e. 38% of the global diversity of this group and exhibits a remarkable high level of endemism estimated at 22% compared to 13% in the Red Sea and 6% in the eastern reaches of the Indian Ocean. This region supports about 4% of the world's coral reefs and 5% of global coverage of mangroves and constitutes a key reproduction and feeding area for a number of marine flagship species (marine mammals, sharks, marine turtles, etc.). The large marine ecosystem currents give rise to complex gyres (very large eddy systems) and upwelling that provide essential nutrients for marine life and, in turn, species that maintain the livelihoods of the region's people and form the basis of important economies based of fisheries and other valuable developments including tourism

The economic value of ocean-related activities in the Western Indian Ocean (the “gross marine product”, equivalent to a country's GDP) is estimated at US\$ 20.8 billion annually. This represents the 4th largest economy in the region whose total ocean asset base is valued at least US\$ 333.8 billion. Coastal tourism has the largest contribution to the GDP at +\$11 bio/yr (40%), followed by Coastal agriculture and forestry (20%), Mining and energy (15%) and Fisheries (11%)

This is a fast evolving region and dynamic region and a number of root causes driving negative changes that will result in habitat degradation, pollution and over-exploitation of resources have been identified. These include rapid population, poverty and inequality, inappropriate governance,

inadequate financial resources, inadequate knowledge and awareness, climate change, economic drivers and cultural traditions.

The geographical scope of the seascape is broadly defined as extending from the coasts and EEZs of Kenya, Tanzania, Mozambique, extending eastwards through the Mozambique Channel to the Comoros, Madagascar and the southern archipelagos of the Seychelles.

A SWIO strategic framework was jointly developed and adopted by the WWF Offices in Madagascar, Mozambique, Tanzania, Kenya and South Africa in 2021. The vision for the SWIO seascape is that **“By 2030, the oceans and the coasts of SWIO are vibrant and healthy within a changing climate, building resiliency of communities, food security and contributing to improving quality of life for generations to come”**.

The four pillars of the programme are: sustainable blue economy, coastal communities & climate adaptation, sustainable fisheries and integrated, ethical ocean governance.

II. ROLE

The SWIO Seascape Leader will ensure leadership, strategic direction, and effective coordination and management of the development and implementation of the SWIO Seascape Programme, in line with the SWIO Strategic Framework and in a way that ensures relevance to National and Regional Strategic Plans. This position is responsible for leading the overall programme development and implementation, relationship building, influence, representation, capacity building, and resources mobilization for the seascape. The SWIO Seascape Leader will ensure that the regional programme adds value to Country Offices and facilitate their active contribution to the programme.

III. MAJOR DUTIES AND RESPONSIBILITIES

Strategic direction and supervision:

- Lead the development and delivery of the SWIO seascape programme based on the agreed strategic framework;
- Coordinate the development and implementation of a robust Monitoring, Evaluation & Learning (MEL) system for the SWIO seascape and ensure quality reporting;
- Oversee and guide the development of the SWIO thematic work packages including sustainable fisheries, sustainable blue economy and integrated ocean management, coastal communities and climate change adaptation;
- Oversee the management and effective implementation of regional/seascape level projects and ensure they are coherent, coordinated and synergistic;
- Lead the development of annual work plans and budgets for the seascape programmes and its project portfolio;
- Engage the SWIO seascape steering group and support group to help secure and ensure their continued commitments to the SWIO seascape Strategic framework;
- Establish and engage the SWIO seascape Technical Advisory Group as a advisory and support body to the SWIO seascape programme.

● *External relationship building and coordination:*

- Identify, develop and maintain communications and excellent working relationships with major key players in the SWIO seascape region including business, governments, international organizations, NGOs and civil society organizations ;
- Ensure the integration and coordination of WWF SWIO project portfolio activities with national governments, donors, and civil society.

● *Influence key actors:*

- Provide leadership in how to strategically influence key SWIO countries, actors and institutions to adopt and implement enabling policies for sustainable blue economy, integrated ocean management, sustainable fisheries, resilient coastal communities;
- Ensure the consolidation of local scale successes and their integration and embedding regional policy work;
- Ensure policy changes, conservation and social benefits generated by the programme are communicated to the general public and to policy makers as well as the WWF network;
- ***Representation:***
 - Represent WWF at regional level and ensure effective coordination, collaboration and knowledge sharing between stakeholders, partners and donors;
 - Act as the point of contact for the four SWIO WWF country Offices (Kenya, Madagascar, South Africa, Mozambique and Tanzania) and the broader WWF Network on all SWIO seascape related matters;
 - Ensure regular and effective communications to the SWIO seascape steering Group on the SWIO seascape progresses, successes and challenges;
- ***Building capacity at scale:***
 - Ensure field teams are empowered and resourced to effectively deliver on the SWIO goals and outcomes;
 - Facilitate the sharing of lessons learnt across projects and countries;
 - Promote capacity building at national and regional levels through learning events, hubs or networks.
 - Foster innovation and incubation of ideas and mobilize WWF Network capacity as needed.
- ***Fundraising:***
 - Provide leadership on resource mobilization at scale by supporting the development of strong proposal and unlocking non -traditional resources commensurate with the ambitioned impacts;
 - Maintain excellent communication and relationships with all funding partners;
 - Support WWF Country Offices in proposal development in line with the SWIO strategic framework.

IV. PROFILE

Required Knowledge and Skills:

- A postgraduate qualification (MSc or PhD) in a relevant discipline (e.g. marine biology, natural sciences, social sciences, landscape ecology, economics, or related field);
- At least 10 years working experience in conservation and socio-economic issues in Africa, with a proven track record in the design and implementation of large-scale trans boundary programmes, and preferably within the wider Western Indian Ocean or East Africa regions;
- At least 10 years' experience of working on complex programmes with multiple and diverse implementation partners and stakeholders - including high level political engagement, community livelihood initiatives - with cross-cutting themes and multiple objectives;
- At least 10 years' experience in leading programme development and management.

Required Skills and Competencies

- Excellent strategic thinking and planning skills;
- Outstanding interpersonal skills including the ability to build coalitions, negotiate, manage conflict with high level diplomacy, solve problems and overcome obstacles;

- Familiar with protocols associated with working in East Africa and/or in the Western Indian Ocean;
- Excellent written, presentation and communication skills, with excellent fluency in spoken and written English, any other language/s of the region an asset;
- Visionary and results focused leadership approach with a thorough understanding of programme management disciplines;
- Demonstrated ability to drive multi-stakeholder engagement processes;
- Identifies and aligns with the core values of the WWF organization: Courage, Respect, Integrity & Collaboration;
- Adherence to WWF Global behavioural competencies: Strive for Impact, Listen Deeply, Collaborate Openly, Innovate Fearlessly

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organizational needs.

IV. Working Relationships

Internal: the SWIO seascape leader will directly reports to the SWIO Steering Group and interacts on regular basis with SWIO technical advisory group composed of Conservation directors, Marine leads of WWF country offices (Kenya, Madagascar, Mozambique, South Africa and Tanzania) and representatives of relevant practices, initiatives and ACAIs

Interacts with other WWF staff on a daily basis, and as required coordinates and interacts with the WWF-Kenya, WWF Madagascar, WWF Mozambique, WWF South Africa and WWF Tanzania Country Office CEO and Country Director, Conservation Directors and other Programme Leads as well as WWF Regional Office for Africa, WWF Oceans Practice and other relevant practices, supporting WWF offices and other WWF Network staff.

External: Works closely with key actors including governmental and private sector representatives, national and regional forums, civil society bodies as well as implementing and donor partners (bilateral and multilateral) in the region.

V. Deliverables

The SWIO seascape leader is responsible for the quality and timely production of the deliverables of the SWIO seascape programmes and projects

For the next two years, the SWIO seascape leader is expected to deliver the following concrete results and deliverables

- Roadmap and its rollout for the establishment and development of the work packages
- Proposals to strengthen the SWIO programme developed and potential donors identified and engaged
- Effective operationalization of the SWIO seascape governance structure
- Enhanced visibility of the SWIO seascape within WWF network and amongst national, regional and global partners and stakeholders in the marine domain

Prepared by: _____

Date: _____

Approved by: _____

Date: _____

Accepted by: _____

Date: _____

