WWF ADRIA Conservation Director

We are looking for a person who enjoys working in a dynamic and international environment, is not afraid of challenges and loves to learn. This is a senior position that implies a high degree of independence in work, regional travel, and independent decision-making and fulfillment of KPIs of the organization. This position is responsible for leading, overseeing and coordinating conservation effort across 8 countries of the Adria region – Slovenia, Croatia, Bosnia & Hercegovina, Serbia, Montenegro, N. Macedonia, Kosovo and Albania. This entails defining WWF Adria conservation priorities, linking them with WWF global conservation outcomes, monitoring progress and assessing impact. Conservation Director is tasked with ensuring that consistent and integrated approaches are developed to deliver transformational conservation impact at scale and that WWF's conservation influence in the Adria region is strengthened and maintained. This position is the most senior conservation position in WWF Adria and is a member of WWF Adria Senior Management Team.

Position Title: WWF Adria Conservation Director

Reports to: WWF Adria CEO

Supervises: Program Managers

Location: Zagreb, Croatia

Engagement: full time position, fixed term contract

WWF is one of the world's leading non-governmental and non-profit organizations for nature conservation. WWF has been established in 1961, and has representative offices in over 100 countries across the globe and approximately 7000 employees. The organization is proud of its supporters of over five million people.

WWF Adria is representing WWF within the countries of Western Balkans with approximately more than 50 employees. It operates through a WWF Adria office in Zagreb (Croatia), WWF Adria-Serbia office in Belgrade, and partner organizations and consultants within the rest of the region. To implement its conservation goals WWF Adria operates in the structure of different programmes (Marine, Freshwater, Protected Areas & Governance and Wildlife) which are contributing to protection of different ecosystems or to the improvement of governance of protected areas within the Protected Areas & Governance Programme.

As an international organization, we support a working environment of diversity based on justice and mutual respect. We therefore welcome every application - regardless of ethnic, social and national origin, gender, religion, age, disability, sexual orientation, marital status and political views.

I. Mission of department & position

WWF Adria Conservation Director is responsible for leading, overseeing and coordinating conservation effort across 8 countries of the Adria region – Slovenia, Croatia, Bosnia & Hercegovina, Serbia, Montenegro, N. Macedonia, Kosovo and Albania. This entails defining WWF Adria conservation priorities, linking them with WWF global conservation outcomes, monitoring progress and assessing impact. Conservation Director is tasked with ensuring that consistent and integrated approaches are developed to deliver transformational conservation impact at scale and that WWF's conservation influence in the Adria region is strengthened and maintained. This position is the most senior conservation position in WWF Adria and is a member of WWF Adria Senior Management Team

II. Main functions

- Under the supervision of the WWF Adria CEO, ensures that WWF Adria delivers conservation impact at scale and reaches the agreed level of conservation performance measured by clear KPI's;

- Streamlines business processes and procedures and ensures effective implementation of all adopted conservation policies and standards, application of best practices, and meeting Builds strategic relationships relevant for the region and engages with government and other key national/regional stakeholders with a specific aim to position WWF Adria as a leading regional conservation organization and a key influencer of the regional conservation agenda;

- Actively supports fundraising efforts, linking conservation project portfolio with WWF Adria strategic goals and expected outcomes. Ensures that WWF Adria project portfolio contributes to achieving the conservation strategy and makes midterms evaluation and updates on the conservation part of the strategic plan;

- 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;

- Leverages synergies and develops capacity across countries and thematic areas;

III. Major duties and responsibilities

Regional Conservation leadership

- Develops a common understanding of regional trends and opportunities for delivering impact against WWF Global Outcomes; Coordinates the strategic conservation planning process of Adria, ensuring alignment with WWF global program, analysis of the best available information on status, trends and priorities, input from conservation staff and partners, consultation and peer reviewing by experts.

- Acts as primary lead for the development of WWF Adria conservation strategy, as well as leading the development of annual plans to deliver conservation initiatives in the region

- Facilitates collaboration frameworks, guides and provides oversight and support for seamless delivery of transboundary conservation initiatives

- Develops strategic partnerships in support of the conservation program goals and ensures proper WWF Adria representation in the relevant global program meetings

- Ensures consultation with WWF Adria partners in the region and facilitates the development of common programs/projects.

- Plays a central role in developing Adria fundraising strategy and identifying key needs for delivering comprehensive conservation impact on the ground

- Plays a central role in planning institutional development in the region, including organisation of country offices and partnership agreements with local partners, as made necessary by the conservation strategy and overall organizational objectives and goals

Support to Program team conservation work

- Provides timely advice to Program managers and program team on emerging opportunities and challenges for conservation delivery;

- Ensures that WWF programs have established solid baselines and SMART indicators for their biodiversity targets and footprint objectives; and supports Program teams in developing robust and sharp thematic strategies, clearly contributing to global goals and responding to trends, opportunities, whilst supporting in developing the appropriate delivery models for these strategies;

- Ensures effective performance monitoring of the implementation of conservation plans, by promoting timely and effective reporting against agreed Dashboard and KPIs, based on annual and strategic plans.

- Establishes, implements and oversees Monitoring and Evaluation of conservation programmes and priorities in line with strategic plans which demonstrate our conservation targets.

- Works with financial staff for programme budget preparation, monitoring, and reporting activities; guarantees the financial integrity and accountability of project budgets; facilitates support to Project/ Programme Managers in developing and managing project budgets.

- Leads and coordinates the development of project portfolios implementing Adria conservation strategy, ensuring compliance with WWF Program Standards.

Engagement with regional thematic programs, Global Practices and other broader frameworks

- Supports regional thematic Program leads in developing and implementing program's strategies to deliver conservation impact at scale;
- Actively engages with WWF Practices in uncovering innovation within Adria region and advises on how these can be best supported, incubated, prototyped and accelerated by the Practice teams;
- Identifies opportunities for effective implementation of practice strategies, Area of Collective Action and Innovation (ACAIs) and high impact initiatives (HIIs) within WWF Adria, including how Adria conservation program teams are able to better engage and benefit from Practice structures and processes; advises Program managers, Practices and WWF Europe and North Africa Regional Office on these matters.
- Represents WWF with regional partners and helps to manage these relationships as requested;
- Participates and takes up policy and partnership level engagement as necessary to influence change at all levels;
- Represents WWF Adria in relevant WWF bodies and fora where representation is at the level of Conservation/Director of Conservation and where WWF Adria has a strategic and programmatic interest.

Communication and Fundraising

- Works closely with WWF Adria Income Generation team in ensuring that Adria conservation priorities are well understood, ensures that Adria project portfolio reflects the overall objectives of the organisation and that fundraising efforts are aligned with organizational strategy and plans
- Provides inputs to communications products/campaigns to ensure accurate information will be published to promote the image of the organization and its conservation activities;
- Acts as spokesperson for conservation issues in the sub-region to the media, WWF Network, partners and the outside world when required and in coordination with the wider program and communications team

People management

- Supervises and line manages key conservation and organizational positions ensuring adherence to WWF values and clear performance management criteria
- 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.

IV. Profile

Required Qualifications

- As a minimum a Masters' degree in Environmental or Natural Sciences, Natural Resources and Conservation Management, or related field;
- At least 8 years in a senior conservation leadership role with a proven track record of managing and leading teams, developing complex programs and delivering impact;
- Experience of working in an international, matrix organization;
- Proven track record of managing internal and external multi-cultural stakeholders to influence and drive change;
- Clear evidence of enabling conservation delivery and experience in Adria region;

- Excellent knowledge of the various national and regional political, socio-economic and ecological contexts in the Adria region;
- Fluency in English.

V. Required Skills and Competencies

- 'Leading through influence' skill and management style with focus on creating enabling environment for others;
- Demonstrated success in managing multi-disciplinary teams and multiple donor budgets;
- Proven knowledge and experience of human rights and community based approaches to conservation
- Strong ability to bring together and inspire various teams together for impact delivery;
- Entrepreneurial approach and eye for spotting innovation;
- Superb interpersonal skills which helps connecting people, expertise and hence multiplying conservation impact;
- Superlative diplomatic and communication skills to bring teams and stakeholders together;
- Embraces the WWF mission and values of the organization: Courage, Integrity, Respect & Collaboration.

VI. 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 **April 12th 2023** by sending an e-mail with motivation letter and CV in English with list of two references to jmarkovic@wwfadria.org and titled „WWF Adria Conservation Director". Only candidates selected for interviews will be contacted, and for selected candidates interview will be held virtually.