



Job Description

Position title:	Northern Highland Landscape Manager (Hautes Terres du Nord)
Department	Conservation
Grade:	B2 – IPE: 52
Directly reports to:	WWF Madagascar Conservation Manager
Supervises	landscape core and project teams
Contract type :	open-ended contract
Location:	Andapa
Date:	May 2018

I. Mission of the Department:

Develop and implement the WWF Madagascar conservation strategy and plan for the landscape in accordance with national/ regional policies of the Madagascar and Western Indian Ocean region, and in compliance with WWF's programme and project management standards.

II. Major Function

The Landscape Manager ensures strategic direction, coordination, monitoring of and reporting on WWF's effort to conserve the Land/seascape, taking responsibility for the promotion of an integrated approach as well as the planning, implementation, and financial & administrative management of the WWF projects' portfolio for the landscape

- He/she is responsible for leading the development and implementation of the landscape programme, monitoring progress, and implementing appropriate adaptive management;
- He/she organizes project execution consistent with programme objectives and WWF program standards;
- She/he leads the engagement with and mobilization of local partners working in the landscape (private sector, NGO, government, community);
- She/he leads and contributes to fundraising activities to ensure adequate funding for the landscape plan, in collaboration with HQ staff;
- She/he ensures prompt, accurate and quality reporting on landscape activities, projects and programs.
- She/He ensures that risks and opportunities that arise in the landscape are captured, analysed and acted upon appropriately for the benefit of the landscape programme;
- She/He ensures that social and environmental sustainability are systematically integrated into the design and implementation of WWF interventions in the landscape.



III. Major Responsibilities

Strategy Planning, Implementation

- Lead the development of the landscape conservation programme/strategy, involving all relevant stakeholders and in compliance with WWF standards;
- Ensure the conservation needs and issues from the land/seascape are taken into account in the WWF Madagascar Strategic Plan;
- Take into account the global vision of the related ecoregion and work in collaboration with different partners from the other landscapes of the ecoregion if necessary;
- Facilitate knowledge exchange within WWF Madagascar and between landscapes;
- Provide leadership and overall direction and coordination for all WWF activities in the landscape plan;
- Ensure that all WWF interventions in the landscape are coherent with and contribute to land/seascape priorities and WWF program standards;
- Communicate the action plan of the landscape to all staff as required;
- Notify WWF HQ promptly of any program or implementation concerns (delays, budget over- or under-spending, etc.).

Fundraising, Partnership Development, and Networking

- Lead fundraising efforts for the landscape with the support of relevant WWF units;
- Contributes to cross-cutting or multi-landscape fundraising efforts;
- Provide inputs to marketing and fundraising proposals and communications when required ;
- Build, develop and maintain networks and partnerships with external stakeholders and partner relations including relevant government agencies, NGO partners, private sector, authorities at different levels, and local communities;
- Represent WWF in the landscape and promotes the organisation's image.

Overall Management

- Lead the development, monitoring, review and update of the conservation strategy and work plans of the landscape in line with WWF's Heartbeat;
- Reinforce and enforce WWF's anti-fraud, anti-corruption and anti-harassment practices;
- Work with financial staff for budget preparation for the activities of the landscape, monitoring, and reporting activities;
- Guarantee the financial integrity and accountability of activities budgets in the landscape;



- Provide inputs to communications products and campaigns when required to ensure accurate information will be published to promote the landscape activities;
- Facilitate donors and VIPs visit to sites;
- Ensure that effective cooperation with programme audits, and audit recommendations are implemented in a timely manner upon consensus of the SMT;
- Recommend to the Conservation Director any changes that might be required to develop or improve the organisation.

People Management

- Take part in the recruitment and selection of the landscape staff (employees and consultants);
- Supervise staff within the landscape;
- Work with HR Officer to identify training needs and development opportunities for supervised staff and provide training when required.

Issue Resolutions

- Provide technical and policy support needs as necessary, and appropriate linkages with WWF Madagascar HQ staff;
- Provide strategic advice and guidance to the SMT and staff in all aspects of the landscape in charge;
- Identify project delivery issues and ensures effective coordination of landscape resources;
- Maintain an awareness of staff comments and any complaints to identify any areas that may need improvement;
- Promptly notifies WWF Madagascar HQ staff of any potential fraud and corruption or harassment concerns or reports, or other management concerns.

Monitoring and Evaluation, Reporting

- Lead in the planning and coordination of project evaluations and reviews for the landscape as well as in implementation of evaluation recommendations and adaptive management;
- Ensure the outcome/impact monitoring system is in place and operational and monitoring results are used for adaptive management and communicated among conservation partners and other key stakeholders in the landscape, nationally, and internationally;



- Ensure the internal planning and submission of required technical reports against the approved work plan and budget plan, as per WWF and donor requirements;
- Make reports to the WWF Madagascar and the Government when required;
- Provide regular reports and analysis to the Conservation Director to facilitate continuous improvement;
- Perform other duties as assigned.

IV. Working Relationships

1. Internal

- **WWF Madagascar:** Interact on a regular basis with Conservation Director, land/seascape team. Engage with and support WWF Madagascar staff.
- **WWF Network:** Liaise with relevant teams within the Practice communities to provide inputs and seek supports as required.

2. External

- Interact with all relevant stakeholders at the community, commune, district, and provincial level of provinces/regions in the landscape. Interact with donors, central government partners, and NGOs on ad-hoc basis.

V. Requirements

Required Qualifications and experiences:

- Master's degree in natural resources management, environmental or conservation management, bioregional planning, development studies, or in relevant fields;
- Thorough understanding of socio-economic, conservation and development issues in Madagascar;
- Knowledge of the policy/institutional context related to conservation and the government agencies, development partners, donor institutions, and the non-profit sector;
- Excellent understanding of development partnerships, fundraising, donor strategies and functions, governmental and international relations;
- Knowledge of WWF's PPMS is an advantage;
- 5 years of practical experience in leading and managing large-scale programme or project;
- Proven experience of managing programmes funded by a diversity of sources including governments and aid agencies, private sector donors;



- Experience of working in multi-cultural environment and international organisations.
- **Required Skills and Competencies:**
 - Strong leadership and management skills;
 - Excellent team player with good networking and interpersonal skills;
 - Fluency in written and spoken French and English; Malagasy language skills;
 - Proficiency in MS Office;
 - Ability to work under pressure and with minimum supervision and staying on task;
 - Outgoing, Resilient, Tactful;
 - Sharing WWF's values: Knowledgeable, Optimistic, Determined, Engaging.

Prepared by Supervisor : _____ Date: _____

Approuved by HR Manager : _____ Date: _____

Approuved by Country Director : _____ Date: _____

Accepted by Staff member : _____ Date: _____