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## The World Wide Fund for Nature in Africa seeks a **Country Director for its DRC Programme**

The World Wide Fund for Nature (WWF) is one of the largest independent conservation organizations in the world, active in almost 100 countries. It has been working in the Congo Basin in Central Africa for more than 20 years. Our mission is to stop the environmental degradation in the world and build a future where humans live in harmony with nature.

The WWF Democratic Republic of Congo (DRC) programme has a large portfolio of field programmes in different landscapes, including Salonga, Lac Tumba, Virunga, Itombwe and Bas Congo, as well as different thematic programmes on sustainable forest management, climate, Protected Areas network assessment, and extractive industries. The main areas of work follow four main conservation strategies based on WWF strategic plan for the region: reducing illegal offtake of wildlife; partnering for new, effective and sustainable protected areas; advancing a green economy; and building durable mechanisms to retain biodiversity, forests and carbon.

For our country operation in DRC, one of the largest in the African Region - we are looking for a dynamic and committed **Country Director, with knowledge and experience in the region** to develop and lead WWF-DRC Country Office so that it is highly influential; is able to shape the sustainability agenda of DRC domestically and globally to deliver on WWF's global priorities; and plays a leadership role within the WWF Network. The Country Director will also ensure the development of a high performing WWF DRC Country Office with efficient operating systems, professional and skilled staff, and strong financial resources, delivering conservation impact on issues and in places that are key for WWF's Network Initiatives and other global conservation priorities.

### **Location:**

Kinshasa, Democratic Republic of Congo

### **Main responsibilities:**

- Provides effective leadership and line management in all key areas - Conservation, Finance and Administration, People & Organizational Development, Partnership Development, Fundraising, Advocacy, and Communications – fulfilling WWF Africa Office's vision and delivering on the targets set for its Key Performance Indicators in DRC;
- Provides thought leadership on all key issues at the highest organisational level and manages key partnerships in and outside DRC to ensure optimal communication and mutually beneficial relationships;
- Leads on the development and effective implementation of WWF DRC's country strategy in line with the Green Heart Of Africa (GHOA) Strategic Plan
- Establishes strong partnerships for WWF in DRC and effectively represents the organization towards internal and external stakeholders;
- Establishes and implements effective internal organizational / management structures and ensures that the related policies and processes are in place and properly implemented;
- Ensures that WWF DRC's legal and reporting requirements are met and that WWF's policies, procedures, standards and Code of Ethics are being adhered to;
- Contributes to the regional management team and the efficient management of WWF in its Central Africa Region.

### **What you need:**

#### **Required Qualifications**

- Minimum Master's degree in Business Management, International Relations / Development, Environmental /Conservation Management or other related fields;
- At least 10 years professional experience in a leadership role, 3-5 years of which ideally would be in the Central Africa region.

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

- Proven track record in successfully developing, leading, and managing large-scale programmes and/or institutions in the field of conservation, natural resource management, international development, and/or other related fields;
- Demonstrated success in managing multi-disciplinary and multi-cultural teams;
- Knowledge of the institutional, legal and policy framework in DRC and Central Africa;

- Fluency in French and English;
- Excellent leadership abilities and capacity to manage human and financial resources, with experience in leading change and driving the vision of the organization;
- Decision making skills with strong business acumen and drive for results;
- High level negotiation and influencing skills, and the capacity to develop and maintain strong relationships at all levels in the business, not-for-profit, scientific and political communities;
- Track record of building organizational talent by nurturing performance culture and encouraging empowerment and delegation;
- Strong diplomatic and communication skills, including an ability to work and communicate effectively with a broad spectrum of individuals (individual donors, business leaders, public figures, WWF staff), within a broad range of cultural environments;
- Excellent team management and interpersonal skills;
- Demonstrated fundraising skills, and experience working with donors;
- Must be committed to equal opportunity employment policies and WWF's code of ethics;
- Adheres to WWF's values, which are: Knowledgeable, Optimistic, Determined and Engaging.

Please consult the attached job description for more information on the position.

### **How to apply?**

Email a cover letter and CV to [recruitcarpo@wwfcarpo.org](mailto:recruitcarpo@wwfcarpo.org)

**The subject should read DRC-CD. Deadline for applications: February 18, 2015.** Thank you in advance for your interest in this position. Please note that only candidates under serious consideration will be contacted for follow up. If you have not been contacted six (6) weeks after closing, consider your application unsuccessful.

Female and Congolese nationals applicants are strongly encouraged.

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