



Country Director

WWF Zambia

Details

WWF-CD-ZMB

Closing Date

2017-08-25

Location

Lusaka, Zambia

About WWF Zambia

The World Wide Fund For Nature (WWF) focuses its work on the magnificent diversity of life on this planet and the extraordinary places they live in, all the while trying to reduce humanity's impact on this life and in these places. Working with the government and other partners, WWF Zambia is implementing projects across a wide array of areas, including: species and protected areas; forests; community-based natural resource management; environmental education and extractive industries; and the green economy.

About the Role

This role is an exciting opportunity to transform WWF Zambia into an independent country office of WWF International. We are looking for an entrepreneurial leader ready to lead change, create partnerships and grow the national membership. The country director will manage a dynamic team committed to conservation in a nation with some of the world's iconic species, vast protected areas and ample fresh water resources. The Country Director will also represent the office at high levels with the government, local partners, WWF International, the Regional African office and other key national offices.

Purpose of the Role

To develop and lead a high performing WWF Zambia Office so that it:

- is embedded in local society, is highly influential and relevant to the country,
- plays a leadership role in the WWF network,
- can shape the Zambian conservation agenda to deliver on WWF's global priorities at the national, regional and global level,
- is driven by a passion for biodiversity and vision for a world where people live in harmony with nature.

Major Functions

- Leads the vision, strategic planning and institutional development of WWF Zambia,
- Ensures effective management of all key programme areas: Conservation programme; Finance and Administration; Human Resources; Partnership Development; Communications; Fundraising and M&E,
- Provides effective leadership and line management for all members of senior management team,
- Provides thought leadership on issues at national level and manages partnerships including those with the national government, the private sector and civil society to ensure optimal communication and mutually beneficial relationships are established and maintained,
- Promotes the vision and objectives of the WWF Zambia strategic plan to external and WWF stakeholders, and takes part in strategic partnership-building and fundraising approaches in coordination with all stakeholders,
- Develops and leads the process to become a strong network office through the support of the Interim Board,
- Interacts with national governmental institutions, non-governmental organisations, academic institutions, the media, donors, specialists, consultants and other stakeholders.

Duties and Responsibilities

- Provides overall direction and leadership in developing and executing Zambia's strategic objectives and institutional vision and transformation on the path to become a robust organisation with strong foundations in local civil society,
- Further strengthens WWF's profile, reputation and credibility in Zambia and influences policies and best practices in line with WWF's global programme priorities,
- Initiates and leads strategic partnerships relevant for WWF Zambia's strategic plan and institutional vision as well as the WWF Network's key global initiatives,
- Ensures that the WWF Zambia Office has a solid long term development strategy, including a sound Financial Sustainability Plan, and is financially strong to deliver its conservation agenda,
- Ensures effective communications and partnerships with WWF Network, government, international organisations, other non-governmental organisations, industry and the public to ensure strong profile of WWF Zambia and its activities, as well as leveraging opportunities between national, regional and global levels,
- Ensures WWF Zambia activities comply with relevant government MoU legal requirements and ethical standards,
- Ensures the compliance of WWF Zambia with WWF International and agreed WWF Network policies, standards and procedures; in particular the Compact Agreement and Fraud and Corruption Policy;

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- Represents WWF Zambia at network meetings, vis-à-vis government, industry leaders, key supporters and stakeholders,
 - Leads staff through creation of a shared vision ensuring all staff in the Zambia office understand their contribution; including establishment of appropriate organisational structures, policies, processes, and departmental / office responsibilities,
 - Builds a culture of performance, positivity, engagement, creativity and work ethics in the WWF Zambia office.

Profile

- At least 10 years professional experience in a leadership role, 3-5 years of which should be in the Southern Africa region, with demonstrated success in managing multi-disciplinary teams.
- Knowledge and understanding of and demonstrated passion for conservation and the work that WWF does.
- Advanced university degree in Business Management, International Relations / Development, or other related fields.
- Additional academic training or a degree in an environmental or conservation field would be a strong asset.
- Proven record in successfully developing, leading, and managing large-scale programmes or institutions in the field of conservation, natural resource management, international development, and/or other related fields
- Proven record in managing large teams of diverse professional and cultural background.
- Superior oral and written communication skills in English.