



Director, Programme Quality- Africa Country Offices

Description

About WWF International

WWF is the world's largest independent conservation organisation, with over 30 million followers and a global network active in nearly 100 countries.

WWF's mission is to stop the degradation of the planet's natural environment and build a future in which people live in harmony with nature.

WWF International does this by:

- conserving the world's biological diversity;
- ensuring that the use of renewable natural resources is sustainable;
- promoting the reduction of pollution and wasteful consumption.

WWF is a credible and trusted global brand, committed to acting with integrity, transparency and accountability, and honouring diversity in the organisation. WWF is known for its robust, science-based approach and its willingness to stand up for nature. While focusing on the impact on the ground, WWF simultaneously works by engaging in powerful and influential partnerships with the institutions and businesses that matter in moving policy and practice towards sustainability. The brand essence is 'together possible'.

WWF believes that tackling the planetary emergency requires organisations like WWF to think and act bigger and faster – helping the world pull together to deliver a New Deal with science-based targets that address the crisis facing people and nature.

About the Role

Reporting to the Regional Director, Africa, the Director Programme Quality supports and leads the design of programmes and ensures the delivery of appropriate monitoring, evaluation, accountability and learning systems; and supports regional fundraising to strengthen the growth of country offices. The Director will work as a collaborative team member within the WWF International Africa's Regional Management Team (RMT). The Director Programme Quality will ensure quality programme design and delivery against the Global Goals of WWF International on preventing species extinctions, habitat loss and reducing the human footprint on the planet's natural resources.

Purpose of the Role

Responsible for the development and scalability of high quality, innovative programmes, working closely with the Africa Country Offices in an enabling role and with relevant department heads at the global level to ensure programme quality and compliance.

Duties and Responsibilities

- In close collaboration with the Conservation Impact Director Africa, the DPQ will provide leadership, direction and capacity to support conservation programme quality, programme design and resource mobilisation.
- The DPQ will work closely with the Head of Risk and Quality Assurance Coordinator to reinforce the WWF Global Network performance, accountability, framework, and impact monitoring.
- In collaboration with the Head, Policy and Partnership, the DPQ will project and secure strategic partnerships and networks to secure large multi-country funding from Public Sector Partnerships for priority programmes.
- Oversee and support regional fundraising initiatives (including bilateral and multilateral public partners, major gift donors, foundations, and corporates).
- In collaboration with the Head, Quality Assurance – Africa, ensure programme screening mechanisms are in place at the country level for strategic, quality and risk checks in project development.
- Support Africa Country Offices to integrate risk-related processes relating to Programme Quality, including screening, documentation, monitoring, and mitigation, into projects and programmes.
- Strengthen programme quality and support for Africa Country Offices to hit ambitious internal targets in the Network Performance Overview, including

carbon emissions, energy consumption, plastic, paper and other policy approaches to reducing WWF International operational impact on the environment.

- Work with the Conservation Impact Director Africa to develop and implement tracking mechanisms to demonstrate progress and impact towards regional strategy delivery and Global Goals.
- Develop capacity assessments, support training and regional cross-learning opportunities to improve conservation-related data collection, analysis and publication to feed into evidence-based conservation in the region; collaborate with the Practices, Organisational Development and People & Culture teams, as and when required.
- Monitor and provide regular updates to Regional and Country Office leadership on global and regional initiatives and ensure Regional and Country Office senior management is informed of best practices and changes.
- Support the Regional Director Africa and Executive Director Finance & Quality Assurance to embed a quality assurance culture within the country offices and establish the department as a centre of excellence across Africa.
- Liaise closely with the Director, Programme Quality- Asia Pacific to share best practices, knowledge, key trends, and indicators.

Skills and Experience

Required Qualifications

- Minimum: research-based Masters Degree in a conservation-related field.
- Twelve years in conservation design and delivery, programme management, monitoring and evaluation, fundraising and/or risk management in the not-for-profit sector.
- Prior leadership roles at country and regional levels managing multi-disciplinary departments and portfolios will be an added advantage.

Required Skills and Competencies

- A proven track record fundraising for multi-million dollar transnational project development.
- Proven experience in setting standards and establishing operational policies and procedures, preferably in a project or programme management context.
- Leadership and communication skills, coupled with diplomacy, numeracy, and business acumen.
- Strong background in conservation science.
- Demonstrated ability to establish and maintain clear lines of communication within a vast network of contacts.
- Good appreciation of organisational accountability frameworks, including performance management techniques
- Ability to work and communicate effectively with different levels and backgrounds individuals within several cultural environments.
- Strong influencing, advisory and coaching skills.
- Flexible, resilient and able to find pragmatic solutions where resource limitations exist.
- Able to have a strategic, 'big picture' view, making connections between key stakeholders to share knowledge, experience, and recommendations across the broader organisation.
- Identifies with the values of WWF: Courage, integrity, respect, and collaboration
- Demonstrates WWF values in ways of working: strive for impact, listen deeply, collaborate openly and innovate fearlessly.
- Adheres to WWF's brand characteristics, which are: Knowledgeable, Optimistic, Determined and Engaging.

Meta Fields