



**PROGRAMME DIRECTOR, MANGROVE CAPITAL AFRICA
APPOINTMENT BRIEF**

JULY 2017



OXFORD HR
WORLD LEADERS

ABOUT WETLANDS INTERNATIONAL

Wetlands International is a global network organisation, with 20 offices that share the name and brand 'Wetlands International' and implement a joint 'Strategic Intent'. The organisation has its head office in Ede-Wageningen (Netherlands), an African regional office based in Dakar and country offices in East and West Africa, among others.

Wetlands International works globally, regionally and nationally to achieve the conservation and wise use of wetlands, to benefit biodiversity and human well-being. It is the only global NGO dedicated to the conservation and wise use of wetlands.

Wetlands International is an independent, not-for-profit, global organisation supported by government and NGO membership from all continents of the world, a specialist expert network and volunteers.

The vision of Wetlands International is: "a world where wetlands are treasured and nurtured for their beauty, the life they support and the resources they provide"

INTRODUCTION

Wetlands International is seeking a Programme Director for the new Mangrove Capital Africa (MCA) programme.

Wetlands International initiated the DoB Ecology Foundation funded Mangrove Capital Africa (MCA) programme to reduce the degradation of African mangroves, which continues to be high despite multiple interventions. The programme will combine the work of several Wetlands International offices with partners at national, regional and global level.



Tropical mangroves, in spite of the multiple ecosystems services they provide, currently face high levels of degradation, mainly caused by human activity, the effects of climate change and natural factors. In this context, Wetlands International continues to support mangrove dependent communities with a participatory approach involving governments, communities, civil society, the private sector and local authorities. Sustainable management strategies of these ecosystems are developed by the partnerships and implemented with the help of Wetlands International.

The Mangrove Capital Africa (MCA) integrated programme will build on successes, experiment with additional solutions against climate change, transfer technology, and scale up along the coast of Western and Eastern Africa in a ten year timeframe. Recognising the ecological, social and economic value of mangrove will make it possible to guarantee sustainable mangrove management for millions of people who will benefit from improved living conditions.

Oxford HR has been retained as an executive search consultancy to assist Wetlands International in finding suitable candidates for this role.

THE ROLE

Working closely with relevant staff, the Programme Director will be leading the development, implementation and reporting of the Mangrove Capital Africa programme. This will involve coordinating the different elements to maximize effectiveness and impact at the continental level.

The Programme Director will oversee the work of the international Programme Team and facilitate the development of partnerships and resources that will enable the scaling up of the programme over ten years.



PROGRAMME DIRECTOR, MANGROVE CAPITAL AFRICA

- SALARY:** circa €47,000.00 + benefits
- LOCATION:** Dakar, Senegal with frequent travel in the West and East Africa regions and occasionally to Europe
- CONTRACT:** Initial 2 years contract, with the possibility of becoming permanent
- REPORTING TO:** Regional Director, Wetlands International Africa
- COORDINATING WITH:** Programme Managers / Eco Region Leads, communications staff in Africa, head office staff, including: Technical Advisor, Focal Point, Communications and Advocacy Lead, Mangrove Watch Lead Managing Director



RESPONSIBILITIES

Working according to an annual work plan agreed with the Regional Director and endorsed by the Steering Group, the Programme Director will lead an international team and will:

- Oversee day-to-day operational management of the programme: guiding project implementation; ensuring timely provision of deliverables; controlling quality; facilitating and coordinating the partnership; and timely reporting on achievements, ensuring coherence between technical and financial reporting;
 - Guide and facilitate strategies and measures to achieve uptake of project findings into policy and strategic planning processes across countries and regions;
 - Ensure linkage of Mangrove Capital Africa to ongoing and new mangrove initiatives within and outside the organisation and to two-way learning;
 - Facilitate proactive changes to strategic programme plans to take account of emerging opportunities and risks;
 - Promote cross-regional programme collaboration and learning opportunities;
 - Perform other tasks reasonably related to his or her work as assigned by the Regional Director.
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- A photograph of a young girl with dark skin, wearing a pink and white patterned top, hanging upside down from a thick mangrove tree branch. She is smiling and looking towards the camera. The background shows a dense mangrove forest with many other branches and green leaves. Another person's arm is visible on the right side of the frame, holding a branch.
- Ensure development and extension of Mangrove Capital through resource development, establishment of strategic partnerships, including development of proposals and donor outreach;

PERSON SPECIFICATION

Profile:

The successful candidate will be an experienced manager of large and complex international and cross-sector programmes in the field of sustainable development, agriculture, environment and natural resource management.

The candidate will be an excellent communicator driven by results in environmental conservation and sustainable development, with an ability to connect science, policy and practice.

The candidate will be a creative and inspiring team player and able to work independently to bring different elements of a programme together and facilitate multi-actor field-based programmes through effective team work.

Essential Experience:

- Extensive experience in developing and implementing complex large scale programmes in a field relevant to sustainable development, environment and natural resource management;
- Track record of managing donor funded programmes, budget management, reporting and resource mobilization;
- Extensive experience in negotiating, influencing and communicating with donors, multi-level counterparts and relevant programme stakeholders;
- Demonstrated knowledge and experience in aligning strategy and approaches to achieve results and maximise impact;
- Ability to work independently as part of multi-cultural teams in an international environment;
- Proven track record in a senior management position in the NGO sector in West, Central or East Africa;
- Excellent communication skills (oral and written): bilingual French and English.

Preferred:

- Working experience of conservation and development projects in coastal environments;
- Understanding of mangrove ecosystem dynamics.

QUALIFICATIONS/ EDUCATION

- Advance degree in environmental sciences, sustainable development or related fields.



HOW TO APPLY

All correspondence, at this stage, should be via Oxford HR. To apply for this post, please complete our online application form and submit the following information – **preferably in MS Word**:

- An up-to-date curriculum vitae (of no more than 3-4 sides of A4)
- A detailed statement (of no more than 2-sides of A4) explaining why you are interested in this post and how your skills and experience make you suitable. (Please look at "Advice for Candidates" on the Oxford HR website for hints on how to write a successful statement).
- The Oxford HR Online Form, which provides us with the key information we will need to take your application through to interview. Please note: also enclosed with this form is Oxford HR's Equal Opportunities Form. You are under no obligation to complete this. Any information you do provide will only be used in accordance with the Data Protection Act 1998, and will remain confidential. It will not be used as part of the selection process.

N. B. The documents should be saved in MS Word in the following format: Your First Name-Your Last Name-Document Name-Date (yymm) e.g:

- Pat-Jones-CV-1502
- Pat-Jones-Statement-1502

Closing date:	4 September 2017
Expected preliminary interviews:	week commencing 11 September 2017
Expected Final Panel Interviews:	week commencing 25 September 2017

These dates may be subject to change, and applicants will be advised in advance should this happen.

SELECTION PROCESS

All candidates will receive feedback within four working days of the closing date. Shortlisted candidates may be required to undertake an additional assessment prior to the final interview.

EQUALITY STATEMENT

Equality and diversity is at the core of Wetlands International values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

QUERIES

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please contact Ana Filipa Fernandes or Felicia Malachi at **wetlands-mca@oxfordhr.co.uk** in the first instance.

ABOUT OXFORD HR

Oxford HR operates globally - mainly within the international development and UK charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our clients.



Oxford HR's team members have significant personal experience of working in international development and the social sector as well as the corporate and governmental sectors. We are in a unique position to find and assess talented individuals from a variety of backgrounds.

Photo credits: Wetlands International



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