



# Country Director, Angola

May 2024

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## About The Nature Conservancy (TNC)

### Who we are:

The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there are lots of reasons to love life #insideTNC. Want a better insight into TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

Since establishing the Africa Program in 2007, The Nature Conservancy's vision in Africa is to work towards fostering a sustainable future for people and nature, partnering with indigenous communities across 55 million acres on the continent. Our efforts are firmly rooted in people, leveraging scientific and technical expertise as we collaborate with governments and organizations to conserve and enhance Africa's shared resources in the 9 countries we operate.

TNC's work in Africa transcends three key pillars: securing ownership rights to lands and resources for indigenous people, strengthening leadership and resource management and helping communities value nature through a holistic appreciation of its benefits while increasing revenue streams for conservation efforts and socio-economic development. Together with our partners, we are witnessing critical milestones in integrated land and fisheries management, ocean and source water protection, energy development and sustainable food production, working together and strengthening our resolve in tackling global challenges such as climate change, habitat and biodiversity loss that stands to adversely impact the nearly 1.4 billion people that share Africa.

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In Angola, The Nature Conservancy is working collaboratively to build and support an ambitious biodiversity conservation and climate mitigation agenda. TNC works across freshwater, ocean, and terrestrial ecosystems to protect and sustainably manage critical habitats for species, ecosystems, and climate mitigation. TNC brings science and innovative tools and approaches to inform better decision-making, develops innovative financial mechanisms for long-term sustainability, cultivates strategic partnerships, and fosters the need for inclusive, equitable conservation that benefits nature and people.

## The Role

Role:	Country Director
Location:	Angola
Salary:	Competitive
Language:	Fluency in English and Portuguese

## Job Summary

The Country Director will be based in Angola, and will lead TNC's impact delivery projects/programs, country strategy, and operations in Angola. Specifically, the position will provide program/project implementation and operational oversight - which includes resource mobilization, partner relations, staff supervision, recruitment, escalated problem resolution and coordination. They will lead the development and implementation of the Angola strategy. The Country Director will supervise a team of staff involved in delivery of conservation programs/projects in the Angola country office and will report to our Program Delivery Director.

## Responsibilities

The Country Director serves as the principal contact for government agencies and other strategic partners. They will develop and maintain key partnerships with international, regional, national, and local governmental, multilateral, bilateral, private, and non-governmental organizations that help advance TNC's conservation objectives in the country and the continent. The Country Director plays a leading role in donor identification and cultivation of partnerships to establish TNC as a major conservation partner in the country. They will also lead implementation of all Angola Conservation Programs, coordinate and support activities while liaising with a range of stakeholders both internally and externally.

Specifically, the Country Director will deliver:



- **Strategic Leadership**
  - Develop country strategic plan and ensure its implementation, monitoring, evaluation and learning progress review.
  - Provide TNC leadership with an account of the country impact and targets aligned with the overarching strategic goals.
  - Provide leadership for the establishment and implementation of TNC regional and global strategy projects and initiatives in Angola to ensure they are aligned with and contribute to the country strategic plan.
  
- **Program Management**
  - Provide implementation oversight of all in country programs and projects.
  - Ensure all in the country programs and projects are implemented on time and on budget.
  - Provide oversight of in country projects and program adaptation and provide quarterly program reviews and monitoring updates.
  - Develop and monitor the country's budget in line with allocated funds, in close collaboration with the strategy leads, the project/program leads and the finance team.
  - Provide oversight of in country budget management, including operational costs and risks for budget adjustments.
  
- **Fundraising**
  - Play a key role in fundraising and reporting to donors by working closely with our private and public fundraising teams.
  
- **Policy & Partnership Management at National Level**
  - Provide oversight for policy development towards aligning TNC conservation goals to the development agenda of a country.
  - Manage and monitor relationships with country-specific partners including government, communities, key stakeholders, and implementation partners.
  - Relay feedback from partners to the rest of the organization.
  
- **People Management**
  - Be responsible for day-to-day management of all staff in-country.
  - Manage and/or mentor multi-disciplinary administrative and conservation staff and be responsible for performance management, training, and career development.
  - Facilitate effective collaboration and communication across multiple departments and teams in-country using matrix management principles.
  - Make in-country hiring decisions.

*This description is not designed to be a complete list of all duties and responsibilities required for this job.*



## Candidate profile

### What you will bring

- BA/BS degree and 10 years' experience in conservation practice or equivalent combination of education and experience.
- Experience directing a major program or project of strategic importance, including management/supervision of multi-disciplinary teams and meeting deadlines.
- Fundraising experience, including identifying donor prospects and donor cultivation.
- Experience working with current trends and practices in conservation in Africa and specifically Angola.
- Supervisory experience, including motivating, leading, setting objectives, and managing performance.
- Experience in partnership development with non-profit partners, community groups and/or government agencies.
- Experience negotiating complex project deals with government and non-government partners.
- Experience influencing, developing, and implementing conservation policy and plans at the province or country level.
- Experience with financial management of a large program.
- Communicating clearly via written, spoken, and graphical means, in English and Portuguese.

### Desired Qualifications

- Multi-lingual and multi-cultural or cross-cultural experience appreciated.
- Over 12 years' experience in conservation practice or equivalent combination of education and experience.
- Developing practical applications of scientific concepts and technical innovations for conservation purposes.
- Knowledge of methods and standards of biodiversity information systems and initiatives and experience conceiving and implementing strategic initiatives.
- Politically savvy.

### Your Competencies

<b>Builds Relationships</b>	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment
<b>Collaboration &amp; Teamwork</b>	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment and be more effective.
<b>Communicates Authentically</b>	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone and opportunities for feedback.



<b>Develops Others</b>	Takes ownership to help develop other's skills, behaviors, and mindsets to help them strengthen their workplace contributions.
<b>Drives for Results</b>	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
<b>Leverages Difference</b>	Demonstrates commitment to harnessing the power of differences strategically, consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and foster an equitable inclusive workplace by drawing upon diverse perspectives.
<b>Systems Leadership</b>	Thinks and acts from a board perspective with a long-terms view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices; skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic action, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

## What we bring

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including health care benefits, retirement pension stipend plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life, and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](http://nature.org/careers).

We're proud to offer a work environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

## How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the "Apply" button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.



The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Pat-Jones-CV-012023-Organisation or Pat-Jones-CoverLetter-012023-Organisation.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government's new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>.

## Timeline

Please apply as soon as possible. Applications are reviewed on a rolling basis.

First stage interviews: TBC

Final interviews: TBC

## Selection process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

## Equality Statement

**The Nature Conservancy is an Equal Opportunity Employer.** Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, color, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to [applyhelp@tnc.org](mailto:applyhelp@tnc.org) with Request for Accommodation in the subject line.

## 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 email at [tnc-country-director-angola@oxfordhr.com](mailto:tnc-country-director-angola@oxfordhr.com) in the first instance.



## About Oxford HR

Exceptional leaders can inspire change and propel purpose-led organisations towards reaching their world-changing goals. Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success.

Oxford HR is a global leadership consultancy dedicated to searching for and supporting remarkable leaders and teams in purpose-led organisations.

We understand the nuances of purpose-led leadership because we've worked in organisations across the breadth of the sector ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.