



**COUNTRY  
DIRECTOR, DRC**  
JULY 2024





A man in a white vest with 'WWF' on the back is looking through binoculars at a coastal landscape. The landscape features a wide, flat, sandy area with sparse vegetation and a line of trees in the distance under a blue sky with scattered clouds.

# ABOUT WWF INTERNATIONAL

All around the world, people are waking up to the deepening crisis of nature loss. We're experiencing a growing realization that nature is our life-support system and that no one will be spared from the impacts of its loss.

Here at WWF, an independent conservation organization active in nearly 100 countries, we are working to sustain the natural world for the benefit of people and wildlife.

Working with many others – from individuals and communities to business and government – WWF urgently seeks to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainable.

More about WWF on our [website](#).



# OUR MISSION

To stop the degradation of the earth's natural environment and to build a future in which humans live in harmony with nature 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.

# OUR VALUES

We bear witness to the accelerating decline of nature and our climate, with serious consequences for life on Earth, including our own.

Our mission is to build a future in which people live in harmony with nature. To deliver this mission, we work to conserve biodiversity, the web that supports all life on Earth; reduce humanity's ecological footprint; and ensure the sustainable use of natural resources to support current and future generations.

We celebrate and respect diversity in nature and among the people, partners and communities with whom we work. Across the many cultures and individuals that represent WWF, we are unified by one mission, one brand, and one common set of values:

- **Courage:** We demonstrate courage through our actions, we work for change where it's needed, and we inspire people and institutions to tackle the greatest threats to nature and the future of the planet, which is our home.
- **Integrity:** We live the principles we call on others to meet. We act with integrity, accountability and transparency, and we rely on facts and science to guide us and to ensure we learn and evolve.
- **Respect:** We honor the voices and knowledge of the people and communities that we serve, and we work to secure their rights to a sustainable future.
- **Collaboration:** We deliver impact at the scale of the challenges we face through the power of collective action and innovation.







## THE ROLE

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<b>ROLE:</b>	Country Director, DRC
<b>REPORTS TO:</b>	Regional Director, Congo Basin
<b>SUPERVISES:</b>	DRC Country Leadership Team
<b>GRADE:</b>	Country Head

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# JOB SUMMARY

## MISSION OF THE DEPARTMENT

Shape the conservation and sustainability agenda of the DRC Country Office to deliver on WWF's global priorities nationally, regionally, and globally; and contribute to strong leadership within the WWF Network.

## MAJOR FUNCTIONS

To develop and lead a high performing Country Office with efficient operating systems professional and skilled staff, and strong financial resources, delivering conservation impact in places that are key for WWF's Network Initiatives and other global conservation priorities, positioning it as the leading Conservation INGO nationally, regionally, and globally.







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## MAJOR DUTIES AND RESPONSIBILITIES

- Lead the vision, strategic planning, and future institutional development of WWF DRC Country Office;
- Accountable for the management of the WWF DRC Country Office and ensure is managed effectively and efficiently in all key programme areas: Conservation Programme, Finance & Administration, People & Culture, Partnership Development, Communications, Fundraising, Monitoring & Evaluation, and Quality Assurance;
- Provide thought leadership on key issues at national level and manage key partnerships including national government, private sector and civil society, to ensure optimal communication and mutually beneficial relationships are established and maintained;
- Promote the vision and objectives of the WWF DRC Strategic Plan to external and WWF Stakeholders, and participation in strategic partnership building/fundraising approaches with them as appropriate;
- Develop and take leadership of the process to become a strong network office through Network support;
- Provide effective leadership and guide line management to relevant transboundary or multi-country programmes;
- Provide effective leadership and line management for all members of the Country Senior Management Team;
- Represent WWF DRC at network meetings with government, industry leaders, key supporters and stakeholders.



# CANDIDATE PROFILE

## REQUIRED QUALIFICATIONS

- At least 10 years professional experience in a leadership role, 3-5 years of which should be in the Congo Basin with demonstrated success in managing multi-disciplinary teams. Experience with Conservation INGOs will be a strong advantage;
- Master's degree in Business Management, International Relations, Development, or other related fields. A degree in an environmental or conservation field will be an advantage;
- Proven track record in successfully developing, leading and managing large scale programmes and/or institutions in the fields of conservation, natural resource management, international development and/or other related fields;
- Superior oral and written communications skills in English and French. Fluency in other DRC national languages will be an added advantage.

## REQUIRED SKILLS AND COMPETENCIES

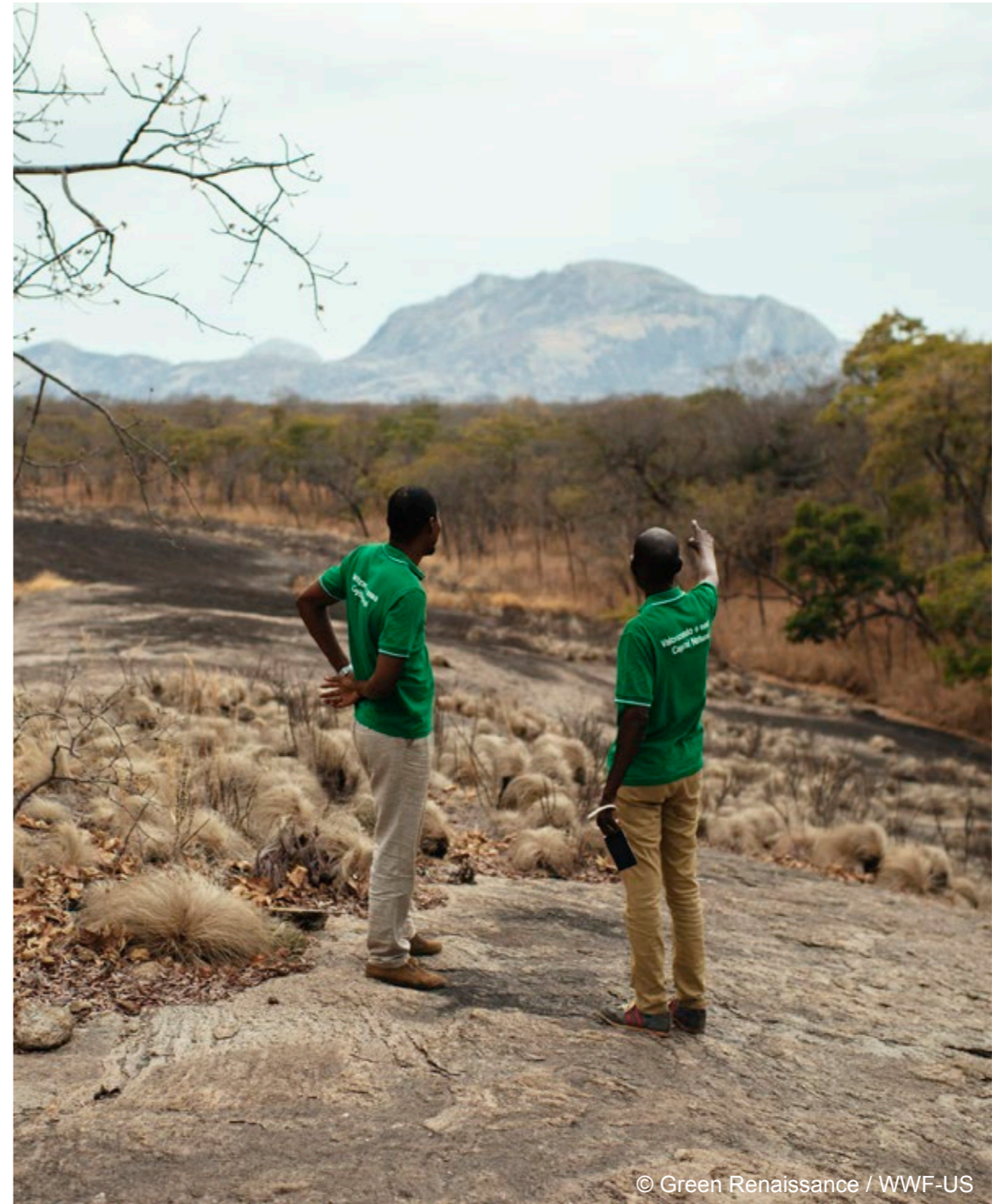
- Demonstrable and strong leadership in external engagement, strategic partnerships, policy and influencing with public, private sector and with funding agencies;
- Entrepreneurial leadership skill with demonstrable success in mobilizing funding and technical resources for national and sub-regional conservation programmes;
- Empowering leadership style in developing strong

- senior management and operations teams to enhance programme delivery, quality assurance, operational efficiency and risk management;
- A track record of building organizational talent by nurturing a performance culture and encouraging empowerment and delegation;
- Strong interpersonal and communication skills that support the ability to represent the organization at a range of local and international fora, media and general public;
- High-level negotiation, collaborating 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;
- Embraces the WWF mission and values of the organization: Courage, Integrity, Respect & Collaboration.

## WORKING RELATIONSHIPS

**Internal** – Works closely with the WWF DRC Senior Management Team, coordinates with the Regional Office Management Team, the WWF Network.

**External** – Interacts with the leadership of national government institutions, (I)NGOs, Academic Institutions, Media, Donors, Specialists/Consultants and other stakeholders in collaboration with the Regional Director as appropriate.







## HOW TO APPLY

All correspondence, at this stage, should be via Oxford HR. To apply for this post, visit the job advert on our website [here](#), click on the “Apply Now” button, 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., Sarah-Moussa-CV-072024-WWF or Sarah-Moussa-CoverLetter-072024-WWF.

### TIMELINE

Closing Date:	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

Equality and diversity are at the core of WWF’s 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 email at [acschaubjones@oxfordhr.com](mailto:acschaubjones@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.







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