



Conservation Director, Cameroon

September 2024

About WWF

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.

We are part of a growing coalition calling on world leaders to set nature on the path to recovery by 2030 – a [New Deal for Nature and People](#) as comprehensive as the global climate deal.

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.

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

Role:	Conservation Director, Cameroon
Location:	Cameroon
Reports to:	Country Director
Supervises:	Business and Industries Coordinator, Forest & Climate Coordinator, IP Advisor, Biomonitoring & Wildlife Coordinator, Legal & Compliance Officer, Landscape Management Coordinator

Job Summary

Mission of the Division

To develop and lead the national conservation strategy and agenda of WWF Cameroon so that it is both highly influential in national civil society, and government entities and able to shape the sustainability agenda domestically, and also consistent with the work of the Global Practices and WWF's global conservation goals. Also coordinates WWF partnerships locally. This will allow WWF to achieve greater conservation impact across the network.



Major Functions

To work with the Country Director, Congo Basin Conservation Director and Global Practices to identify and accelerate developing, designing and implementing a national conservation strategy that delivers the greatest impact.

The role ensures the fulfilment of WWF's mission of 'people living in harmony with nature' by ensuring the relevance of our conservation work to people and development in Cameroon and providing thought leadership on key issues at the highest organisational level. Create, maintain and coordinate partnerships with private sector, universities, research institutions, internal and external donors. The Conservation Director will lead the strategic planning, conservation strategy and future institutional development of WWF Cameroon in Cameroon, helping maintain WWF as the world's leading conservation INGO and enabling WWF Cameroon to play a significant role in the WWF Network.

Responsibilities

- Develop a common understanding of national priorities, regional trends and opportunities for delivering impact aligned with national conservation objectives and Practice Outcomes/Global goals.
- Provide timely advice to Country Director, on emerging opportunities and challenges for conservation delivery at the national level.
- Lead the conservation team and ensure clarity on roles, responsibilities and objectives.
- Work closely with fundraising/resource mobilization in the development of sustainable donor agreements for conservation delivery.
- Identify and prioritize the most promising opportunities for external partnerships to support delivering impact at the national level.
- Ensure that WWF's conservation work on the ground is aligned with WWF's ESSF, clearly upholding the human rights of people and communities.
- Actively establish and monitor progress against social policy indicators across conservation programmes.
- Accelerate developing, designing and implementing high-quality national programmes and projects, fully compliant with quality assurance and ESSF frameworks.
- Work closely with the Country Director to identify and pursue crucial opportunities for joint action with other conservation groups and external partners locally and regionally, to co-lead and promote unified conservation agendas such as the global deal for nature.
- Facilitate collaboration frameworks, guide and provide oversight and support for seamless delivery of transboundary conservation initiatives.
- Support the Practices by promoting innovation within national/regional geographies and advise on how new ideas can be best supported, incubated, prototyped and accelerated.
- Identify and address capacity and operational constraints to the effective implementation of Global programme strategies and Initiatives (if applicable) at the national level.
- Participate in the development of policy to influence change at all levels.



- Identify external policy opportunities in line with national conservation and Global strategies and represent WWF Cameroon in relevant engagements with local partners, in important forums as necessary and helps manage key conservation relationships.
- Provide inputs to communications products/campaigns at all levels to ensure accurate information is published to promote the image of WWF Cameroon and its conservation activities.
- Act as spokesperson for conservation issues as required in coordination with the Country Director and communications team, and the Global Conservation Director, as appropriate.
- Ensure that WWF Cameroon has established solid SMART indicators and baselines for its local biodiversity targets and footprint objectives, including within projects.
- Ensure effective performance monitoring of the implementation of conservation plans, by promoting timely and effective reporting against the WWF dashboard and KPIs, based on annual and strategic plans.
- Participate in the Conservation Directors' Forum and other appropriate Networks involving other WWF country offices to influence conservation impact at scale.
- Liaise with the Congo Basin Conservation Director, and other national Conservation Directors, as appropriate, to help WWF converge around conservation strategies and plans.
- Support learning and ensure best practices are adopted to improve conservation outcomes and operational excellence.
- Undertakes other tasks as requested and agreed with the Country Director.

Candidate Profile

Required Qualifications

- Post-graduate qualification in Environmental/Conservation science or practice.
- At least 10 years' experience in a senior conservation leadership role.
- Clear evidence of enabling conservation delivery and experience.
- Proven knowledge and experience of human rights, community-based approaches to conservation, and environmental and social safeguards.
- Proven track record of managing internal and external multicultural stakeholders to influence and drive change.
- Fluent in the English and French languages

Working Relationships

Internal – Works closely with the Regional Management Team, The Congo Basin Conservation Director, Country Conservation Directors, Initiative leads, landscape/seascape managers, relevant Practice Leaders, their core teams, Country Directors in the region, SMT CCPO and other relevant stakeholders within the broader WWF network.



External – Creates and fosters close collaboration with external partners in governments, intergovernmental institutions, business and industry, donors, research and academic institutions, local NGOs and local communities.

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, complete our online application form [here](#), 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.

Please could you also fill in the following form as soon as possible: <https://forms.gle/J6KRabVVBgCdKnye8>

Please note the legal retirement age is 60 in Cameroon.

Your documents should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy) e.g., Pat-Jones-CV-092024-WWF or Pat-Jones-CoverLetter-092024-WWF.

Timeline

Closing Date: Please apply ASAP, applications are reviewed on a rolling basis

First WWF Interview: 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 in the first instance.

About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions. Learn more at: oxfordhr.com