



Practice Leader Biodiversity

April 2025

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.

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](#).

The Role

Role: Practice Leader Biodiversity

Location: Flexible/WWF International Hubs

Salary: Competitive



Mission of the Department

The Biodiversity Practice aims to unite WWF Offices and other WWF Practices around the delivery of the Biodiversity Practice strategy and provide deep and integrated technical expertise to the Network as and when required. The Biodiversity Practice will provide leadership for WWF Network's strategic efforts to ensure thriving biodiversity by 2030 and will work with other Practices and departments in the Conservation Division as well as across the Network to halt the major drivers of biodiversity loss.

The Biodiversity Practice, comprises the biomes of Forest, Freshwater, Oceans and Wildlife and will provide technical support to the Network and Country Offices in relation to their Biodiversity strategies and in alignment with the Roadmap 2030 goals and focus on delivery of conservation impact.

Major Functions

The Biodiversity Practice Leader position will provide inspiring leadership, ambition and vision for the development and delivery of the integrated strategy for Biodiversity Practice. The practice has merged work for three biomes - forests, freshwater and oceans - and wildlife to provide integrated technical expertise for the WWF Network aimed at implementing both the Global Biodiversity Framework and the Roadmap 2030.

The role manages the Senior Director Forest, Senior Director Freshwater, Senior Director Oceans and the Senior Director Wildlife and their respective teams.

Major Duties and Responsibilities

- Accountable for thought leadership, vision and ambition for the Biodiversity Practice.
- Leads the development of the integrated Biodiversity Practice strategy, in collaboration with the Senior Directors, Thematic teams, Practice core team, the Practice Leadership Teams and Network Focal Points;
- Responsible for the implementation and adaptation of the Biodiversity Practice theory of change and strategy in alignment with Roadmap 2030.
- Leads the four Senior Directors Thematics and their respective teams, Leadership Teams and Focal Points to identify potential issues that may inhibit delivery, or opportunities to accelerate impact.



- Ensure integration, coordination and collaboration of the thematic groups within the Practice for delivery of integrated technical support to the Network.
- Supports the design of initiatives and programs critical for delivery of the Biodiversity strategy as well as WWF strategy.
- Ensures integration and collaboration with other Practices and departments in the Conservation Division in alignment with the objectives of Roadmap 2030.
- Promotes an emphasis on innovation and elevates innovation processes relevant to Biodiversity objectives, by exposing the best ideas across the Network and providing technical advice to Countries on the the best way to scale ideas
- Supports a transparent reporting and peer review process that drives accountability across the network.
- Constantly evaluates the changing landscape, trends, and developments in biodiversity to keep WWF on track and pointed in the direction of our Roadmap 2030 goals and ensures WWF benefits from the latest knowledge to shape decisions and leverage change.
- Outreach to Stakeholder Communities: Engages the broadest community to drive cumulative impact; represents WWF and conservation at expert events. Shares current developments and feedback from those communities with WWF Network. Ensures the effective function of the existing community of experts within the Practice. Where required, builds formal community of experts and partners;
- Influencing Key Actors: Works to change the behaviours and policies of key stakeholders. Helps to build strategic partnerships. Holds credibility and sway with the private and public sector and civil society. Communicates the vision externally to key actors to build commitment and action toward results.
- Provides inspiring leadership to the Biodiversity Practice and fosters close collaboration with fellow Practice Leaders, Country Leaders and the Chief Conservation Officer.

Working Relationships

Internal: Leads and works closely with all relevant Practice team members within core, country and interested members. Maintains close liaison with Country Heads, offices Focal Points, and collaborates with other Practices on regular basis and any other parts of the network as and when required. Reports to the Chief Conservation Officer.

External: Creates and fosters close collaboration with all external partners including leaders in governments, intergovernmental institutions, business and industry, NGOs and local communities in shaping the evolution and impact of the Practice and hence enabling WWF to achieve its mission in the most effective way.



Candidate Profile

Required Qualifications

- PhD or Advanced University degree in Biodiversity, Environmental/Conservation Management/ Ecology and Wildlife Management, or other science related fields;
- Deep expertise in biodiversity conservation and preferably a demonstrated thought leader in global biodiversity conservation.
- At least 15 years experience in a leadership role, with demonstrated success in managing multi-disciplinary teams with experience in leading change and driving the vision of the organisation;
- Proven track record in successfully developing, leading, and managing large-scale programmes and/or institutions in the field of conservation, natural resource management, international development, and/or other related fields;
- Track record of building organisational talent by nurturing performance culture and encouraging empowerment and delegation;

Required Skills and Competencies

- Get things done. Able to see big picture and drive for results;
- Superb interpersonal skills; especially, relationship management skills and the ability to work as part of a multi-dimensional team that cuts across the WWF Network as well as includes partners from other organisations and the public and private sector;
- Professional maturity; wise in responding to difficult and challenging circumstances and recommending the right course of action. Grace under pressure and ability to navigate ambiguity and shifting situations. Displays polish, diplomacy and poise;
- Energetic and passionate about conservation. Knowledge that crosses field programs, policy and markets;
- Builds relationships -- personal touch; sophisticated and wise in working with array of partners and individuals ranging from board members to partners to individual staff, with excellent interpersonal skills;
- Able to navigate complex issues and organisational complexity and executes high quality work in a timely way;
- Powerful external representation and ability to galvanise the Network and broader community around a shared agenda;
- Capacity to innovate and adapt for maximum scale and impact;
- Decision making skills with strong business acumen and drive for results;



- Demonstrates potential in the following critical competencies:
 - Strategic Leadership - Shapes organisational strategy and creates high impact strategy in a complex environment;
 - Selling the vision - Passionately sells an organisational strategy, creates a clear view of the future state;
 - Change Leadership - Continuously seeks different and innovative approaches to addressing problems and opportunities; embeds change culture;
 - Organisational Development - Creates and sustains a talent management culture through the organisation;
 - Collaboration & Influence - Establishes a collaborative culture and forms transformational partnerships;
 - Results Orientation - Drives uncompromisingly for higher performance;
- Clearly demonstrates experience of working with indigenous and local communities and excellent knowledge of social policies,
- Embraces the WWF mission and values of the organisation: Courage, Integrity, Respect & Collaboration.

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)-Organisation e.g., Sarah-Jones-CV-0325-WWF or Sarah-Jones-CoverLetter-0325-WWF.

Applications from female candidates, especially from the Global South, are strongly encouraged.



Timeline

Closing Date: 16th May 2025
(Note: Applications will be reviewed on a rolling basis, and the position may close earlier than the stated deadline.)

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 mbillanou@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