



Regional Director, Congo Basin

December 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.

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.

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

Role: Regional Director, Congo Basin

Location: Kinshasa (DRC) or Yaoundé (Cameroon)

Reports to: Chief Country Offices Division

Supervises: Regional Country Office Management team and Country Office Directors

Level: 9



Job Summary

Mission of the Department

Provides strong strategic leadership to drive results, and impact to ensure the continuous development of robust, resilient and highly performing WWF International country offices in the Congo Basin to deliver on WWF's global priorities in an effective, efficient and accountable manner.

Major Functions

The Regional Director provides strategic leadership for WWF in the Congo Basin, driving conservation priorities and institutional strengthening to position WWF as the leading conservation INGO in the region. This role empowers Country Offices to play a central role within the WWF Network while ensuring that conservation efforts remain relevant to local communities and development priorities. With a focus on strong people leadership and operational excellence, the Regional Director oversees the effective implementation of initiatives on the ground to deliver lasting impact.

Working Relationships

Internal

Works closely with Regional Director, Southern & East Africa and other SLT members, Executive Team, Practices Leaders and other Department Heads of WWF International. Interacts frequently with CEOs and SMTs of WWF National Organizations and participates in various network committees as appropriate.

External

Interacts, creates and fosters links with leaders in governments, intergovernmental institutions, business and industry, NGOs, local communities, donors and other strategic partners within the Congo Basin Region and globally as appropriate.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organisational needs.



Responsibilities

- Provide strategic leadership on Congo Basin issues, setting vision and tone for the region and ensuring alignment with WWF Global Goals and Roadmap 2030.
- Build and lead a high-performing regional leadership team and strong Country Offices, fostering cohesion, operational excellence, and a culture of performance and engagement.
- Drive development and implementation of the Congo Basin strategy, monitor progress, and resolve challenges to achieve conservation impact.
- Secure strategic partnerships and high-level political commitment within and outside Africa; strengthen WWF's profile and influence policies to advance global priorities.
- Oversee policy and advocacy efforts, resource mobilisation, and engagement with Network partners and external stakeholders.
- Ensure compliance with WWF standards, social policies, and governance frameworks; monitor performance using KPIs and Panda Impact tools.
- Anticipate and address regional issues impacting conservation delivery; champion opportunities for transboundary initiatives and joint action with other conservation groups.
- Guarantee effective communications and visibility at national, regional, and global levels; maintain strong relationships with governments, civil society, and business leaders.
- Ensure financial sustainability and robust organisational development; manage resources across conservation, operations, finance, HR, and partnerships.
- Provide transformational leadership, staff engagement, and talent development to build future leadership and uphold WWF values.
- Performs other duties as requested by the Chief Country Offices Division, WWF International.

Candidate Profile

- At least ten years of professional experience in a leadership role, of which 5 years within Central Africa region
- Proven knowledge and experience of the not-for-profit sector, preferably of environmental and/or developmental non-government organisations;
- Proven knowledge and experience of human rights and community-based approaches to conservation;
- Experience working with and influencing high-level government officials and other key senior stakeholders in Africa;
- Good understanding of key conservation challenges in the Congo Basin region and linkages with global priorities;
- Proven track of leading and building an organisation;
- Experience in designing and implementing conservation projects on the ground;



- Broad knowledge of operational issues and performance management, including the development and implementation of successful strategic Business Plans;
- Advanced degree in Environment/Conservation related areas, Business Management, International Relations/Development or other related fields;
- Exposure to and understanding of policy and partnership-related work;
- Prior knowledge of the WWF Network is an advantage.

Required Skills and Competencies

- Fluent in French and English
- A proven people leader with the capability of growing an organisation's impact and building future leadership and talent in the organisation;
- Deep knowledge and understanding of the Central Africa region, cultures/communities and socio-political environment.
- Works to the highest level of integrity and confidentiality; with an understanding of risk-based approaches and social policies and safeguards.
- Excellent communication and interpersonal skills, including the ability to represent an organisation at a range of local and international fora, in the media and with the 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;
- Networks at the highest levels of Government and Business;
- Very strategic and demonstrated experience in developing, implementing and evaluating strategic plans;
- Track record of building organisational talent by nurturing performance culture and encouraging empowerment and delegation;
- Decisive, courageous and resilient;
- Passion for conservation and WWF's mandate;
- Committed to equal opportunity employment policies;
- High level of integrity and comprehensive understanding of social policies and safeguards.
- Experience and a good understanding of operating in different cultural environments and managing remote teams;
- Ability to drive change and high performance;
- Available to travel extensively;
- Embraces the WWF mission and values of the organisation: Courage, Integrity, Respect & Collaboration.



Comment Postuler?

Toute correspondance, à ce stade, doit se faire via Oxford HR. Pour postuler à ce poste, cliquez sur le bouton « Postuler » sur la page de l'offre d'emploi, remplissez le formulaire de candidature en ligne et soumettez votre CV et votre lettre de motivation **EN ANGLAIS** en deux documents distincts. Ces documents doivent être préparés avant de postuler, car ils seront examinés lors du processus de sélection.

La lettre de motivation ne doit pas dépasser deux pages et doit expliquer votre intérêt pour ce poste ainsi que la manière dont vos compétences et votre expérience correspondent au profil recherché.

Le document doit être enregistré au format PDF selon le format suivant : Votre prénom - Votre nom - Nom du document - Date (mmyy), par exemple : Pat-Jones-CV-1225-WWF ou Pat-Jones-LettreDeMotivation-1225-WWF.

Timeline

Closing Date: 9th February 2026

First stage interviews: w/c 23rd February 2026

Final interviews: Mid-End March 2026

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder. **Note that CVs are reviewed on an on-going basis, we encourage candidates to apply as early as possible.**

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.

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