Members of the Supervisory Council and Board of Association

April 2026

Wetlands INTERNATIONAL

Certified B Corporation

About Wetlands International

Since 1937, Wetlands International and its predecessor organisations have worked to protect wetlands and the life they support. What began as a focus on waterbird conservation has grown into a global effort to safeguard and restore wetland ecosystems worldwide. In 1996, this long-standing international collaboration came together under one name: Wetlands International, with its headquarters in the Netherlands. Today, we are the only global not-for-profit organisation dedicated exclusively to the conservation, restoration, and sustainable management of wetlands worldwide.

From peatlands and mangroves to rivers, lakes and deltas, wetlands are essential for biodiversity, climate resilience, water security and livelihoods. At Wetlands International, we are committed to protecting these vital ecosystems for their beauty, the life they support, and the benefits they provide to people.

What makes us who we are

At Wetlands International, our work is driven by a shared sense of purpose and guided by strong values. Our vision is a world where wetlands are treasured and nurtured for their beauty, the life they support, and the resources they provide. Our mission is to inspire and mobilise society to safeguard and restore wetlands for people and nature.

Everything we do is grounded in sound science and shaped by global relevance. We believe lasting change can only be achieved through strong partnerships across sectors, communities and borders. We respect traditional knowledge, uphold human rights and strive to contribute to gender equality in all that we do. Transparency and accountability are at the heart of the way we work.

Wetlands are our life support systems, but they are still being lost and degraded at an alarming rate. That is why we at Wetlands International have launched an ambitious Strategy **"Wetlands for Life (2026-35)"** for the next decade – a new approach that will deliver solutions and drive transformative change in wetlands for the benefit of people, nature and climate.

The organisation

Wetlands International (WI) works through our network of offices, our partners and experts to achieve our goals. Most of our work is financed on a project basis by governments and private donors. We are also supported by government and NGO membership.

Today WI has 18 offices in Africa, Asia, Europe and Latin America. At the global level WI is represented by the WI Global Office (WIGO) based in The Netherlands which also plays a central coordinating and support role to the WI network. WIGO supports the two legal entities at the global level: the WI Association and the WI Foundation. The global CEO leads WIGO and has formal responsibility for the daily management of both legal entities.

Supervisory Council and Board of Association

At the global level the international Supervisory Council (SC) supervises the WI network, notably WIGO (Global Office). The SC consists of five to fourteen members, currently seven with one existing and one upcoming vacancy.

The SC has a supervisory role for the WI Foundation with the CEO acting as one-person Management Board (2-tier governance). Its supervision particularly concerns the achievement of the Foundation's objective and the continuity of the Management Board and the Foundation's activities.

The Board of the Association (BoA), supported by the CEO as executive manager, facilitates Wetlands International members (countries and NGOs) in fulfilling their governance role. The BoA consists both de facto and de jure of the SC members.

Appointment of the SC/BOA members requires approval by the WI Association members.

The Two Roles

Role 1:
Member of the Wetlands International Supervisory Council and the Board of Association with expertise in private finance & investments.

Role 2:
Member of the Wetlands International Supervisory Council and the Board of Association with expertise in science related to wetlands and water.

Location:
Remote with attendance of one in person meeting per year.

Compensation:
SC / BoA members serve on a voluntary, part-time basis. They do not receive, directly or indirectly, any payment. A fair compensation for costs incurred will be reimbursed on request and are not considered as payment. This compensation is reported and elucidated in the annual report.

Appointment:
Membership of the SC / BoA is for a term of three years and can be renewed twice.

Responsibilities

Key responsibilities of the SC / BoA are among others:

- Oversee and supervise the WI network mission and organisation
- Supervise particularly the continuity of the organisation's activities and executive management (CEO and Management Team)"
- Approve key decisions, upon proposal by the CEO, including:
  - multi-annual global WI strategy
  - policies e.g. on External engagement, Communications, Operations, Risk Management
  - organisational development plans (general course of affairs)
  - Annual Plan and Budget, Annual Accounts and Report of the WI Foundation and WI Association

Profile of the New Members

General qualifications of SC members:

- Commitment to the WI vision and mission.
- Senior level experience and expertise relevant for supervision of WI mission and organisation, authority at international level.
- Expertise and competence for, and preferably experience with, supervision and/or board responsibility of an (inter)national organisation.
- Availability to attend 4-5 general SC meetings per year, of which one in-person, and 3-4 meetings (digital unless decided otherwise) of a SC Committee.

Required expertise for current vacancies:

- private finance & investments (role 1)
  or
- science in relation to wetlands and water (role 2)

Complementary expertise/attributes:

- Professional expertise in supervisory role.
- Communication, public affairs, governance, legal, branding & marketing.
- Overview and insights in relevant developments and actors in the regions WI operates, notably Asia and Latin America, preferably through citizenship and/or professional track-record.
- Science in relation to water and food systems.

Diversity:

The Supervisory Council aims for a balanced composition in terms of gender, age and geographical representation.

How to Apply

All correspondence, at this stage, should be via Oxford HR.

To apply for either of these two roles, click on the "Apply" button on the relevant job advert page:

- Supervisory Council Member Private Finance & Investments
  or
- Supervisory Council Member Wetlands and Water

Complete the 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)-WetlandsInternational e.g., Pat-Jones-CV-0426-WetlandsInternational or Pat-Jones-CoverLetter-0426-WetlandsInternational.

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 1st 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

Closing Date:	4th June 2026
First Stage Interviews:	16th to 25th June 2026
Final Interviews:	TBC

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.

Equality Statement

Equality and diversity are at the core of Wetlands International'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 or need additional information, please email at jreinartz@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

Oxford

46 Woodstock Road
Oxford
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

Nairobi

Indigo Cowork Space
Off General Mathenge Road
Westlands
Nairobi

Kenya

+254 (0) 715 163 631

Singapore

6 Battery Road
#06-16
049909

Singapore

+65 (0) 9114 1439

Washington

1250 Connecticut Avenue NW
Suite 700
Washington, DC
20036

United States of America

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