



Director, WWF-North Africa

July 2026

About WWF International

WWF is one of the world's largest independent conservation organisations, active in more than 100 countries and supported by millions of members globally. The North Africa office, based in Tunis, oversees WWF's programme across Morocco, Algeria, Libya and Tunisia, with a focus on wetlands and water conservation, seascapes, landscapes, and climate & energy.

The Role

Position Title:	Director, WWF-North Africa
Reports to:	Regional Director Europe & North Africa, Country Offices
Supervises:	WWF-North Africa SMT
Location:	WWF-North Africa (Tunis, Tunisia)

This is an opportunity to lead one of WWF's flagship regional programmes at a pivotal moment, shaping conservation outcomes across four countries spanning wetlands, seascapes, landscapes, and climate & energy. The Director will work at the intersection of national governments, donors, and a global conservation network, with real scope to build local leadership capacity.

The **Director** leads and oversees WWF's engagement in North African countries, including Tunisia, Morocco, Algeria, Libya, and Egypt, with a particular focus on Tunisia and Morocco, where the majority of staff and projects are based. He/She provides effective leadership to all WWF staff in North Africa and directly supervises the senior management team of WWF North Africa.



The Director ensures that WWF North Africa is managed effectively and efficiently across all key areas:

- **Conservation**
- **Fundraising**
- **Operations**
- **Finance and Administration**
- **Human Resources and Organizational Culture**
- **Organizational Development**
- **Communication**
- **Partnerships**

The goal is to achieve top-tier Key Performance Indicators (KPIs) while building a strong and reputable office with a highly motivated and competent team capable of delivering significant large-scale conservation impact.

Responsibilities

Conservation Impact

Working closely with the Conservation Director and relevant colleagues:

- Ensure the effective delivery of projects and programmes on time, within scope and budget, and in compliance with WWF and donor quality standards.
- Lead strategic planning and implementation processes, setting nationally relevant priorities and objectives aligned with WWF's global priorities and agreed conservation outcomes.
- Ensure the organisation's project and programme portfolio balances impact, risk, resources, and organisational capacity while identifying opportunities to increase the scale and value of funding.
- Represent WWF-North Africa externally; build and maintain strong relationships with key stakeholders, including local communities, government departments, WWF offices and donors, and strategic partners, to support advocacy and conservation objectives.
- Ensure the effective implementation of WWF's Environmental and Social Safeguards Framework (ESSF) across all relevant programme and project activities.



Resource Mobilisation

Working closely with relevant colleagues:

- Develop and maintain strong relationships with existing and prospective donors, funding partners, and strategic stakeholders to support organisational growth and long-term sustainability.
- Identify and pursue funding opportunities that align with organisational strategy, priorities, capacity, and areas of comparative advantage.
- Ensure the development and submission of high-quality proposals that are compelling, compliant, technically robust, and financially sound.
- Manage a robust pipeline of funding opportunities and proposals to secure resources required to deliver the office strategic plan and achieve financial sustainability.

Operational Excellence

Working closely with the Finance Director, Operations Manager and relevant colleagues:

- Maintain a fit-for-purpose organisational structure and ensure effective Senior Management Team (SMT) governance and decision-making.
- Ensure compliance with WWF International and Network policies, donor requirements, and applicable local legal and regulatory obligations across WWF-North Africa's operations.
- Ensure effective risk management with regular SMT review of key operational, financial, and programme-related risks.
- Foster a culture of accountability, efficiency, compliance, and continuous improvement across the organisation.

Leadership & Culture

Working closely with SMT, the P&C Manager, and relevant colleagues:

- Provide strategic leadership by setting clear directions and priorities informed by organisational strategy, contextual understanding, evidence, opportunities, and risk.
- Build organisational capability and foster a positive work environment through open and transparent communication, coaching, mentoring, staff development, and clear expectations, ensuring employees and stakeholders are well informed of key decisions, priorities, and their rationale.
- Foster a culture of high performance, accountability, and employee engagement through positive leadership, clear expectations, regular feedback, recognition and effective performance management.
- Model WWF values and expected leadership behaviours, establishing and reinforcing clear standards of conduct and behavioural expectations.



Profile

Required Qualifications

- At least 15 years of professional experience in a leadership role, minimum 5 years of which should be in the North Africa region, with demonstrated success in managing multi-disciplinary teams and multi-donor budgets. Experience with Conservation INGOs or other international organisations 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 and leading large-scale programs and/or institutions in the field of conservation, natural resource management, international development, and/or other related fields.

Required Skills and Competencies

- Proven excellent leadership and management skills and demonstrated fundraising skills and experience in partnering with donors/government aid agencies in large scale programmes.
- Excellent communication skills in English and additionally strong hold of Arabic and French. Excellent inter-personal skills, ability to operate at all levels and build relationships effectively with local communities, CSOs, government agencies, governmental policy and decision makers, as well the business community.
- A track record of building organizational talent by nurturing a performance culture and encouraging empowerment and delegation.
- Proven knowledge and experience of non-profit sector, preferably of environmental organisations.
- High-level negotiation, collaboration and influencing skills Embraces the WWF mission and values of the organization: Courage, Integrity, Respect & Collaboration.

Working Relationships

Internal: Interacts with Regional Director Europe and North Africa (Country Offices), WWF North Africa Senior Management and staff across all countries under the remit of WWF North Africa. Coordinates with WWF-Mediterranean, WWF International and 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.



The job descriptions cover the main tasks and convey the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organisational needs.

WWF offer a Local employment contract following host country regulation.

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 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-Documents Name-Date (mmyy)-Organisation e.g., Pat-Jones-CV-0726-WWF or Pat-Jones-CoverLetter-0726-WWF.

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 1 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

Note that CVs are reviewed on an on-going basis, we encourage candidates to apply as early as possible.

Closing Date: 7th September 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.



Equality Statement

Equality and diversity are at the core of WWF 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, 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