

HEAD: LIVING WATERS UNIT, WWF-SA

The Living Waters Unit focuses on a range of initiatives in the marine and freshwater environments. These include the Sustainable Seafood Initiative (SASSI), the Responsible Fisheries Programme, Marine Protected Areas, Mondi Wetlands Programme, Water Neutral, and the Integrated Catchment Management Programme.

The Head of the Living Waters Unit will be based in Stellenbosch, reports directly to the CEO, and will lead and manage a diverse group of people representing the above-mentioned focus areas.

More specifically, the Head of the Unit will be required to:

- Provide strategic direction for the Unit
- Establish a high level of scientific credibility and public profile for WWF through the activities of the Unit
- Develop and implement a sustainable operational and financial strategy for the Unit
- Manage the staff and processes of the Unit

The following qualities are essential in performing this job successfully:

- An advanced degree: preferably a PhD in Ecology, Conservation Biology or related discipline, with at least five years of experience of working at high level in this broad field
- At least 5-10 years of experience in managing complex teams of people
- A good grounding in the environmental sciences in general, and environmental sustainability issues as they relate to the interplay between human needs and ecological viability in particular
- A thorough understanding of the institutional landscape and legal frameworks governing marine and freshwater environments, land use, land management and planning in South Africa.
- An ability to work co-operatively with others, both in an office situation and with members of the external conservation sector
- An exceptional ability to develop constructive relationships within the conservation sector
- A demonstrated ability of providing credible leadership in the environmental conservation sector
- An aptitude for moving the Living Waters Unit towards financial sustainability
- Communication skills that will make people sit up and listen
- A proven ability to conceptualize, innovate, plan and execute ideas as well as impart knowledge and skills to developing team members
- Excellent analytical and interpersonal skills
- A strong command of English as a working language is essential, as is a second South African language.

TERMS OF REFERENCE

The Head of the Living Waters Unit will lead and manage a diverse group of people representing a number of WWF South Africa's programmes in the marine and freshwater environments. The Unit's activities are comprised of the Sustainable Seafood Initiative (SASSI), the Responsible Fisheries Programme, Marine Protected Areas, Mondi Wetlands Programme, Water Neutral, and

the Integrated Catchment Management Programme. The managers of these programmes will report to the Head of the Unit.

More specifically, the Head of the Unit will be required to:

- Assist the CEO in guiding the overall strategic direction of the organization and setting policy for WWF-SA.
- Guide the strategic direction of the Living Waters Unit and ensure that this is integrated both into organizational strategy and activities of other parts of the organization as well as the broader WWF network.
- Ensure that the Living Waters Unit delivers on each WWF-SA's organizational goals.
- Provide opinion leadership on relevant issues, and influence policy and decision makers to deliver conservation outcomes.
- Establish a high level of scientific credibility for the activities of WWF-SA through the activities of the Living Waters Unit.
- Ensure that WWF-SA enjoys a high public profile and support, and is seen as a leader in its field through the activities of the Living Waters Unit.
- Establish and coordinate relevant engagement with WWF Network Initiatives, Global Framework Priorities, and conservation activities elsewhere in Africa.
- Develop and implement a sustainable operational strategy for the Unit in support of the organizational mission.
- Ensure that the Living Waters Unit has adequate financial resources for core and project activities.
- Ensure that the Living Waters Unit operates within a network of support and influence from both the private and public sectors.
- Manage the performance of the Living Waters Unit staff, and ensure appropriate development and mentorship opportunities are put in place.
- Develop and implement plans to ensure that the Living Waters Unit staff contingent is appropriately diverse in terms of expertise, culture, race and gender.
- Manage the appointed leaders of 2-4 portfolios to ensure institution-wide delivery on cross-cutting portfolios (allocated by CEO).
- Ensure that sound monitoring & evaluation, administrative, and effective reporting and assessment procedures are in place.
- Manage the proper functioning of the Living Waters Unit in line with set organizational policies, procedures and delegated authority.

Additional portfolio of Executive-level responsibilities:

The incumbent will be allocated one or more of the following corporate responsibilities

- Environmental Leadership Development Programme and its activities
- Assist the CEO, when requested and where necessary, with the development of other parts of the organisation
- Develop and implement WWF SA's '*Deliver with Diversity*' Initiative
- Oversee the activities within the Conservation Support section

Institutional Management expectations:

- When required, represent WWF-SA on the CEOs behalf.
- Undertake pre-agreed administrative and management tasks as required by the organization

- Be available/contactable after hours to deal with critical issues faced by the organization

Reporting line:

- The Head of the Living Waters Unit reports directly to the CEO, and will be part of the executive management team

To apply please send a motivating letter with a three page curriculum vitae, including the names, current e-mail addresses and telephone numbers of three references to:

Human Resources Manager, e-mail: hr@wwf.org.za

Closing date: Friday, 4 September 2009

Candidates who have received no response within three weeks of the closing should kindly assume that their application has not been successful. WWF-SA reserves the right not to fill this position.