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## ***JOB DESCRIPTION***

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### **WWF Mozambique Country Office**

**Position title:** Seascapes Coordinator  
**Reports to:** Conservation Manager  
**Supervises:** Marine staff  
**Location:** Maputo, Mozambique  
**Grade :** B2

#### **I. BACKGROUND**

Mozambique is one of the most biodiverse countries in the world. Critical forest, freshwater and marine land- and seascapes provide important socio-economic benefits to the communities who depend upon them directly, as well as to the national population more broadly. Yet these natural 'assets' are under extreme pressure. WWF Mozambique's (MCO) vision is that ***"Natural capital is well maintained and thriving, ensuring sustainable and equitable development for the wellbeing of the people of Mozambique."*** This vision is intended to be achieved through four conservation goals on governance, the Rovuma landscape, the Zambezi landscape, and the Mozambique seascape.

The Mozambique seascape sub-strategy goal is that by 2020, priority coastal and marine habitats and species populations are at least maintained at 2015 levels or recovering. Three main sub-strategies are identified to achieve this, namely: (a) reducing the negative impacts from commercial and artisanal fisheries; (b) ensuring that priority habitats and coastal communities are resilient and better adapted to climate change impacts; and (c) building civil society capacity and knowledge to apply the precautionary approach to extractive industry development in marine and coastal areas. The scope for the sub strategy includes four specific geographical areas of focus for activities and impact, namely Quirimbas Archipelago (including Quirimbas National Park (QNP) and Environmental Protection Area of Primeiras and Segundas Islands in the north), the Sofala Bank fishing grounds in the center, and the Bazaruto National Park (BNP) and Archipelago in the south.

WWF MCO is seeking to recruit an experienced, enthusiastic and effective Seascapes Coordinator to lead the marine programme. The successful applicant will be a member of a rapidly growing team of professional and support staff focused on

achieving conservation goals outline above. The Seascapes Coordinator position is a senior one, and the successful applicant will contribute to strategic decision making for the country office.

## **II. MAJOR FUNCTIONS**

The Seascapes Coordinator will lead the development and implementation of a marine sub-strategy for WWF Mozambique, ensuring in the process, complementarity and integration with other WWF MCO's priority conservation goals, relevant Government of Mozambique national policies and strategies, and the Global WWF Oceans Practice and regional initiatives. He/she will be responsible for:

- (i) Setting up and supervising the delivery of the WWF MCO's marine and coastal programme including management of all projects and initiatives, overseeing relationships with partners, donors, government, private sector and civil society, and communication and fundraising;
- (ii) Leadership and management of the marine programme team of Marine Officers, Fisheries Officers, Climate Change Officers, and Field Officers;
- (iii) Driving and ensuring participation in national policy debate and dialogue on marine and fisheries governance, delivering results through lobbying and negotiation and in coherence with policy standards;
- (iv) Providing direct technical assistance to assure implementation of coastal and marine component into the conservation sub-strategy for Rovuma and Zambezi landscapes.

## **III. DUTIES AND RESPONSIBILITIES**

### **1. Strategy Development and Delivery (50%)**

- (a) Develop and review as appropriate the sub strategy in line with WWF Global Oceans Practice, WWF MCO's Country Strategic Plan, the national, provincial and local context and priorities
- (b) Manage the Seascapes program and contribute to annual planning and reporting processes of the Mozambique Country Office including preparing, in coordination with key Seascapes program staff, annual work-plans with clear objectives and achievement benchmarks, long-term and short-term priorities, implementation timelines, financial projections and tools for evaluation - all of those tools being drawn from the WWF standards and tools
- (c) Initiate new partnerships and strengthen existing relationships with Government, donors, private sector, civil society, academia and the media
- (d) Mobilise financial and technical resources and ensure that the Seascapes program is implemented in a timely and professional manner
- (e) Provide guidance and inputs into specialist areas and initiatives including (but not limited to): efforts on sustainable management of deep sea marine resources and the high seas agenda; evaluation of progress towards meeting program goals for establishment of representative systems of protected areas;

- provision of technical support and guidance as necessary to specific initiatives including the Northern Mozambique Channel Initiative
- (f) Gain knowledge of donors' culture, policies and procedures in relation to the Seascapes program, initiatives and projects, and ensure WWF compliance with these regulations and consequently partner compliance with agreements provisions as appropriate
  - (g) Ensure adequate documentation (including lessons learnt and best practices) is made for all activities undertaken in the course of the Seascapes program
  - (h) Lead continuous observation, reflection, learning, iteration, adaptation and quality improvement process to identify the most salient problems and design appropriate responses, ensuring the highest quality possible of the Seascapes program in close collaboration with the M&E Coordinator and internal as well as external implementation partners
  - (i) Ensure the preparation and timely submission to the donors of annual work plans and budgets as well as technical and financial reports according to agreed WWF Network standards

## **2. Leadership of Marine team (20%)**

- a) Provide vision, leadership and technical direction to the Seascapes team, in accordance with the agreed program plan and in alignment with WWF and national policies and practices
- b) Hold regular meetings with the Marine team and ensure the implementation of resolutions made thereof, and ensure representation of the Marine team in Senior Conservation Leadership Team meetings with the Conservation Manager
- c) Oversee administrative and financial management of the Seascapes program including monitoring spending versus budgets, line managing program staff, and overseeing the supervision of partners and consultants
- d) Gain an understanding of issues and best practices in the marine sector, and ensuring that this trickles down into programme implementation
- e) Develop and provide strategic and technical guidance to build capacity of key WWF staff to enable them to engage in and implement marine priorities

## **3. Synergy with other Strategies and Programmes (20%)**

- a) Collaborate closely other WWF Office on transboundary programmes or initiatives including in the development and implementation of relevant WWF MCO operating plans and budgets, and management of contracts with partners
- b) Seek out opportunities for appropriate synergy and collaboration between the Seascapes program and the Governance, Rovuma landscape, and Zambezi landscape programmes
- c) Participate in regular coordination meetings with other WWF Programs (Rovuma landscape, Governance and Mozambique seascape) as appropriate
- d) Work closely with the Africa Region staff, other Network Agencies, government agencies, regional institutions, NGOs, multilateral and bilateral agencies, communities and the private sector to develop, coordinate and

implement conservation strategies, including: development and application of ecologically sustainable ecosystem-based management; provision of technical tools and training for enhancing the effectiveness of protected areas; and enhancing international, regional, national and local policies for ESB management

#### **4. Policy, Dialogue and Representation (10%)**

- a) Participate in regular donor and government coordination meetings with other programmes and related initiatives as appropriate
- b) Represent WWF MCO in the WWF Oceans Practice, and be the voice of WWF MCO in the Practice and the voice of the Practice in WWF MCO
- c) Oversee the organization of field visits for WWF and other stakeholders upon request
- d) Ensure that WWF and Seascapes program are appropriately represented in relevant coordination bodies or meetings at local and provincial levels on issues that directly relate to the program
- e) Ensure the Seascapes program develops and maintains a good relationship and communication with local and provincial level relevant authorities and other actors
- f) Represent WWF MCO in relationships and negotiations with government agencies, regional institutions, multilateral and bilateral agencies, non-governmental organizations, the private sector, communities, and multi-stakeholder working groups in the marine sector

The Seascapes Coordinator will also perform other duties as may be requested by the Conservation Manager or his/her designate

#### **IV. QUALIFICATIONS & EXPERIENCE**

- Minimum Masters` Degree in relevant field such as marine ecology, marine natural resource management, environmental science/management or a related field
- Minimum of 8-years relevant professional experience inclusive of experience in project/programme implementation, proposal writing and fundraising in the field of marine conservation, fisheries and natural resource management
- Experience and good knowledge of fisheries, marine and coastal management and marine protected area management, in particular with regards to the setup and implementation of co-management agreements and public-private partnerships for management of these areas
- Experience working with a diverse set of stakeholders (e.g., government, private sector, NGOs, academic community); experience coordinating complex inter-disciplinary, cross-sectoral and international multi-stakeholder processes of institutional development at multiple levels (e.g. local, national, multi-national)

- Knowledge of current trends in conservation in general, and marine resources management, protected areas management, and community-based conservation in particular
- In-depth knowledge of Mozambique's government institutions, and development drivers and challenges within the marine sector

#### **V. REQUIRED SKILLS AND COMPETENCIES**

- Proven project management skills, including the ability to develop long-term goals, set clear and measurable objectives, establish and meet deadlines, and work within teams to complete deliverables on time and within budget
- Ability to open doors and build relationships of confidence with senior contacts in government, business, NGOs, civil society and the donor community
- Experience in proposal writing and fundraising
- Adheres to WWF's values, which are: Knowledgeable, Optimistic, Engaging & Determined
- Fluency in English and Portuguese
- Proficient in the use of computer applications including MS Office (Word, Excel and PowerPoint), Email, Internet and ability to learn other organizational applications

#### **VI. WORKING RELATIONSHIPS**

**Internal** - Interacts with WWF-Mozambique staffs on daily basis; Co-ordinates and interacts with WWF-International and the WWF Network staff as appropriate.

**External** - Interacts as required with national and provincial administrations, non-governmental organizations, local Partner NGOs, private sector and donors.

Prepared by Conservation Manager\_\_\_\_\_Date\_\_\_\_\_

Approved by Country Director \_\_\_\_\_Date\_\_\_\_\_

Accepted by the staff \_\_\_\_\_Date\_\_\_\_\_