

Programme Head

Reporting to:	Director Programme Impact
Location:	Global office, Ede-Wageningen, The Netherlands
Grade:	Scale 13– 14

The overall purpose of the job

The Programme Head develops and leads Wetlands International's influence and impact on wetland conservation and restoration, with a focus on developing programme action as described in Wetlands International's Strategic Intent. This involves using relevant science to influence policy, practice, and investments to upscale our impact in relation to a specific stream or theme. The Programme Head is responsible for developing cutting-edge programmes and partnerships, fundraising for priorities, and steering effective implementation. This includes representing the organisation in relevant fora, engaging policy networks and motivating Wetlands International staff in all regions to deliver results and upscale our impact. The Programme Head is a member of the programme leadership team in the Global Office with a mandate to work across the Wetlands International global network. The role involves line management and coaching of technical/project staff in the global office, building capacity in the network, and working with associate experts.

Responsibilities and tasks

- Provide leadership for Wetlands International's work to promote conservation and restoration of wetlands in relation to a specific stream or theme, as laid out in our Strategic Intent 2020-2030
- As a senior member of the programme leadership with a global role, develop strategic initiatives, partnerships and programmes, drive fundraising for these with relevant donors, and mobilize resources (financial, technical and human) toward the goals
- Contribute to the development of organizational strategies, positions and policies, reviewing programmatic achievements, as well as prioritization of strategic initiatives and partnerships to deliver the Strategic Intent
- Supervise and manage staff, consultants, projects, contracts and budgets according to Wetlands International policies and standards
- Evaluate and report on implementation progress towards our strategic goals for a specific stream or theme and contribute to institutional reporting and learning processes in the organization
- Nurture and maintain specialist expert networks relevant to the a specific stream or theme
- Represent and promote Wetlands International towards external partners, donors, members and networks on various levels and in a multitude of international settings, towards fora such as the UNFCCC, CBD, Ramsar Convention, in collaboration with the communications and advocacy team.
- Carry out other tasks according to the organizational needs as agreed with the Director of Programme Impact

Profile

The Programme Head is a visionary and facilitative leader, with professional insights and a relevant network, who has experience in programme/project development, management and fundraising. They proactively recognize opportunities and act upon them. The Programme Head has the competencies needed to motivate and capacitate a network-wide team and partners to deliver innovative and tangible results relevant to the specific stream or theme. They are a team-builder, facilitator, coach and diplomat.

Terms of Reference (ToR)

Working relations

INSIDE Wetlands International:

CEO, Directors, other Programme Heads, Communications and Advocacy, and Fundraising teams, and other technical and operations staff in the Global Office; Heads of Office and technical staff from network offices in the Stream Teams, Associate Experts.

OUTSIDE Wetlands International:

Knowledge institutions, governments, donors, finance institutions, company/ private sector representatives, NGOs, conventions and specialist partners and wider networks of Wetlands International.

Essential education and experience

- At least 10 years of professional experience of policy and programmes relating to wetland ecosystems, climate change, and the corresponding social dimension
- At least 5 years of experience on programme/project development and implementation with a track record of successful results, working with dispersed teams and diverse partners
- Proven ability to inspire, empower and motivate colleagues in and outside of Wetlands International, so as to build a high performance team
- Track record of successful collaboration with relevant private sector actors, driving towards results in terms of improved performance
- Knowledge of key issues, debates, trends and key global processes related to wetland landscapes and nature based solutions as an integrated approach for safeguarding and restoring wetlands
- Has an international network with relevant (international) NGOs, academics, knowledge institutes, governments, and other regional & global institutions
- Diplomat, good listener with strong interpersonal skills and comfortable working across different cultures and levels of society; confident communicator and advocate for different target audiences at all levels
- Strong willingness and ability to learn, share and innovate; proven ability to mobilise ideas through developing and coordinating teams
- Education: minimum of a master's degree in a relevant discipline
- Language: excellent communications skills in English are essential (written and spoken); other languages an advantage, especially French or Spanish
- Commitment to Wetlands International's mission, values and ways of working
- Willingness and ability to travel regularly

Core competencies

- **Leadership:** Develops and uses effective strategies, change management and interpersonal skills to influence others toward the accomplishment of objectives. Creates an environment that promotes and encourages change or innovation.
- **Planning and Organizing:** Defining tasks and milestones to achieve objectives, while ensuring the optimal use of resources to meet those objectives. Develops strategic plans considering short-term requirements as well as long-term direction.
- **Networking / Relationship Building:** Building and actively maintaining working relationships and/or networks of contacts to further the goals of our organizations. Brings informal teams of experts together to address issues/needs, share information and resolve differences, as required.
- **Entrepreneurship:** Transforms innovative ideas into actions that achieve business or people results. Acts proactively in contact with (potential) partners and donors when opportunities arise.