



## WWF OCEAN PRACTICE VACANCY: GLOBAL TUNA LEADER

### Background

WWF's Global Conservation work is organized around nine communities of practice, that include Oceans, Food and Markets. These practice communities are built on the contributions of the individual WWF offices and are supported by a small core team, and include a number of areas of collective work. This position is key role in the Oceans practice and will also work closely with teams in the food and markets practice. He/She will contribute to a number of areas of collective work, will be responsible for setting and delivering impact against global goals, and may play a coordinating role in one of more of the areas of collective work involving fisheries. One of the focus areas of the Ocean Practice is the management and conservation of tuna stocks across the world.

The WWF Global Tuna Strategy is part of WWF's Oceans Practice striving to protect and restore tuna stocks globally through making large-scale commercial fishing around the world sustainable and to enable fair and sustainable use by artisanal coastal fisheries. This approach is intended to generate a new fisheries paradigm that ensures healthy and productive oceans are recovered and providing protein to meet the global seafood needs which include food-security for fish-protein depending coastal communities.

Specifically, WWF's vision and long-term goal on tuna included:

- By 2025, well-managed tuna fisheries, based on safe biological limits (MSY), sustain healthy ocean ecosystems and provide a valuable basis for the well-being of humanity.
- By 2025, global 'priority' tuna fisheries are sustainably managed. This will be achieved through the leveraging of key governance, markets and finance approaches and innovations as applied to tuna fisheries.

The Strategy also addresses key challenges in the tuna market, from chain of custody to transparency and traceability, the development of FIPs (Fishery Improvements Projects) and certification.

WWF is looking for a Global Tuna Leader to coordinate WWF's efforts on tuna management across the world, lead on strategy development and implementation and ensure consistency across a diversity of approaches (i.e. fisheries management, RFMO engagement, certification).

The position is responsible for maintaining momentum on priority areas of work on Tuna for the WWF network, whilst also evolving the work on tuna to ensure it is embedded with the Ocean Strategy and integrated into the Ocean practice.

## Main duties and responsibilities

- Lead, manage and coordinate WWF's engagement and strategy on tuna conservation, management supply and trade at global and regional level;
- Provide leadership and tactics on:
  - ∞ Strategy development/ management
  - ∞ Progress and conservation impact
  - ∞ Global team building and development/ recruitment when appropriate
  - ∞ Fundraising and communications
- When requested, act as spokesperson for WWF on tuna issues, both internally and externally. Communicate effectively about impact and progress on tuna conservation and management with the WWF Network and external stakeholders.
- Act as liaison on tuna issues with Ocean Practice, Food and Market Practice Teams. Ensure integration of tuna strategies across WWF network, regional programs, National Organisations and Program Offices.
- Lead and provide cross-cutting fisheries and seafood expertise and management of large scale fisheries conservation programmes This includes developing and implementing the strategy and work plan for the Tuna Strategy with relevant network Offices, teams and Practices (Market, Food, Finance, Governance).
- Lead manage and coordinate efforts to reduce fishing footprint and threats (like overfishing and bycatch) in tuna fisheries in close cooperation with the WWF Ocean Practice and the relevant WWF National and Program offices.
- In coordination with network experts, identify priority tuna policy issues, ensure alignment within WWF network in addressing them and in developing guidance.
- In coordination with network experts, ensure the network is represented in relevant Regional Fisheries Management Organizations (RFMOs) to advocate for transparent fishing-activities, supply-chains and trade, good governance and sustainable exploitation of tuna stocks, including reviewing the regulatory framework and management plans to ensure healthy tuna stocks, protection of nursery areas and bycatch close to zero.
- Identify potential funding sources and fundraise for tuna conservation. Develop and deliver fundraising proposals and effectively liaise with donors together with the relevant network offices/fundraising teams.
- Other duties as agreed with supervisor.

## Required Qualifications

- Advanced degree in marine resource management/marine biology/business/economy or related field required.
- At least 7 years of experience in fisheries management, seafood supply chains, retailers or markets work; professional experience in project/programme cycle management, of which at least 5 years in a senior leadership role, with demonstrated success in managing multi-disciplinary teams and multiple donor budgets.

- Proven experience and success in international marine conservation, campaigning, business engagement, program and policy development, negotiations with internal and external stakeholders, and design and activation of strategic international partnerships.
- Experience in the science and management of tunas will be considered an advantage.
- Familiarity with WWF network will be considered an advantage.
- Ability to lead and motivate international and cross-cultural teams located across multiple locations.
- Proven success in fundraising, communications, policy/governance, and resource management.
- Excellent English written and oral communication. Further language skills are appreciated.
- Willingness to travel frequently and internationally.

### Required Skills and Competencies

- Strategic thinker, communicator and motivator.
- Excellent knowledge of marine conservation issues.
- Good understanding of the science and management of tunas.
- Good understanding of markets and trade.
- Good understanding of the management of “commons”.
- Strong negotiating and lobbying skills.
- Experience in raising and mobilising funding.
- Proven experience and success in mobilizing and leading international teams.
- Proven experience of working with different cultures.
- Ability to work effectively in a matrix organisation.
- Excellent command of English; other languages will be considered an asset.

### Behavioural competencies

- Adheres to WWF’s values, which are: Knowledgeable, Optimistic, Determined and Engaging.
- Demonstrates the following critical competencies:
  - Establishing strategic direction
    - Establishing and committing to a long-range course of action to accomplish a long-range goal or vision after analysing factual information and assumptions; taking into consideration resources, constraints and organisational values
  - Change Leadership
    - Continuously seeking (or encouraging others to seek) opportunities for different and innovative approaches to addressing organisational problems and opportunities
  - Selling the Vision
    - Passionately selling an organisational strategy; creating a clear view of the future state by helping others understand and feel how things will be different when the future vision is achieved

- Drive for Results
  - Setting high goals for personal and group accomplishment; using measurement methods to monitor progress towards goal attainment; tenaciously working to meet or exceed those goals while deriving satisfaction from the process of goal achievement and continuous improvement
- Managing Global Teams
  - Facilitating team-building process in a socially and culturally diverse environment by promoting openness, flexibility, respect in order to effectively enable each team member to be high performing
- Decision-making
  - Identifying and understanding issues, problems and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints and probable consequences

### **Working Relationships**

- Reports to hosting office with a technical (dotted) reporting line to the Ocean Practice Leader.
- Liaise closely with Ocean Practice and Market Practice Core Teams and other relevant WWF teams (i.e. seafood, partnerships committee, etc).

### **Duration of contract**

2 years with possibility to be renewed.

### **Location**

Rome, Madrid, Paris, however other locations in Europe may be possible.

### **How to apply?**

For information contact: Giuseppe Di Carlo ([gdicarlo@wwf.panda.org](mailto:gdicarlo@wwf.panda.org))

To apply please send your CV with a motivation letter to [applications@wwfmedpo.org](mailto:applications@wwfmedpo.org)

### **Deadline for application**

October 1, 2017.

*WWF is an equal opportunity employer and committed to having a diverse workforce.*