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The Role

Title:	Africa Programme Director
Position:	Full-time employee
Reporting to:	CEO
Location:	Africa (with a preference for Zambia, Malawi, Ethiopia, Tanzania, Johannesburg or Nairobi) with intermittent travel to Europe
Salary:	Competitive package for a small NGO
Start date:	As soon as possible

Purpose

The Africa Programme Director will coordinate and reinforce WeForest's existing restoration activities in the region and focus on developing new project opportunities. We currently have a strong presence in Ethiopia (3 projects) and Zambia (2 projects), we are scaling-up in Tanzania, and we are starting a new project in Malawi.

The position reports to the CEO and forms part of the Operations leadership team (with the Asia & Latin America Programme Director and the Technical & Operations Planning Director).



Letter from the CEO

The people on the streets are shouting it: we need to act for climate and we need to do it now. We have been repeating for nine years that a simple solution exists to mitigate global warming and its negative impact on people, flora and fauna.

Restoring the equivalent of an area the size of the USA (10 million km²) with forests would help us stay under the 1,5 °C, according to the Oct 2018 IPCC SR1.5 report. Who is hearing us? Well, something is starting to happen: every single day new requests arrive from corporates and organisations to join our movement. 128 partners funded us in 2018 and the large majority are regular sponsors, engaging for the long term.

In spite of doubling our teams and capacity during 2018, we are struggling to keep up with the high demand. This is actually great news and our main focus in the year to come will be to grow the number and size of our forestry projects to enable more partners to join.

Marie-Noëlle Keijzer
CEO of WeForest



About WeForest

WeForest is an international non-profit association headquartered in Belgium and with current projects in Brazil, Ethiopia, India, Tanzania, and Zambia. Our mission is to advance innovative, scalable and lasting solutions to restore forest and landscapes for the climate, the people and the planet: **WeForest** promotes scientific evidence for the ways in which forests contribute to climate change mitigation, beyond their impacts as stocks of carbon, by increasing water availability, enhancing local cooling and improve rural livelihood and resilience.

Our aim is to demonstrate, through the restoration of entire regions, that well-planned reforestation can be the solution to today's biggest challenge: climate change. We promote Forest and Landscape Restoration best practices and have created a movement,

engaging international brands and their millions of customers to act. Current corporate partners include Wex, UCB, Diorapthe, Swift, Treesisters, Nike, Delifrance and Duvel. Our activities are expanding at a fast pace and we are creating three new leadership positions to lead our restoration and conservation activities: two positions as Regional Programme Directors (Africa and Asia & Latin America), and one position as Technical & Operations Planning Director.

Our values are Integrity, Transparency, Excellence, Collaboration, Passion, and Courage. Our vision 'We imagine a world where communities and nations sustainably manage their forests and natural resources for the benefit of our climate, our environment and humanity'.

Duties and Responsibilities

Provides support to existing project and actively develops new ones

Strategy

- Co-Responsible for the Operational strategy (with the other Regional Director and the Ops P&Q Director).
- Initiates and develops new projects in the region (ensuring they are science-driven, innovative, scalable and eventually self-funded).

Project Management

- Accountable for the timely delivery of agreed project timelines.

Team Reinforcement

- Actively support to the country directors on project management, priorities management, acting as back up when needed.

- Supports the HR manager with staff development (needs and delivery).

Finance

- Responsible for programme budgets validation and follow-up.

Risk Management

- Risk analysis for current and potential projects.

Reporting

- Manages and coordinates regional and country reporting

Networking

- Building and consolidating a strong partnership network at regional level.

Required Skills and Qualifications

- Master's degree in relevant field.
- Proven senior management experience and results in the environmental sector, with at least 5 years in a leadership role.
- Working knowledge of both Asia & Latin America, and availability to travel very regularly.
- Leadership: ability to support, inspire and coach/train country directors and project managers.
- Ability to drive planning, reporting processes and teamwork.
- Strong interpersonal and communication skills, open to coaching and collaborative teamwork.
- Proven ability to work with a wide variety of people and partners and to meet deadlines.
- Proficient financial and analytical skills.
- Fluent spoken and written English. Spanish, and/or Portuguese are strong assets.



How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button in the job advert page and complete our online application form. Please provide a CV and cover letter in ONE single document, which should be prepared before applying as they will be requested 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 MS Word in the following format: Your First Name-Your Last Name-Document Name-Date (yymm) e.g: Pat-Jones-CVandStatement-1808.

Timeline

Closing date:

30th August 2019

Preliminary interviews:

From 9th to 27th September 2019

Final panel interviews:

Week of 14th October

Equality statement

Equality and diversity are at the core of **WeForest** 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.

Selection process

All candidates will be notified about the status of their applications. Shortlisted candidates may be required to undertake an additional assessment prior to the final interview.

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 weforest-apd@oxfordhr.co.uk in the first instance.



About Oxford HR

Oxford HR operates globally - mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts

from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our clients.

Oxford HR's team members have significant personal experience of working in international development and the social sector as well as the corporate and governmental sectors. We are in a unique position to find and assess talented individuals from a variety of backgrounds.

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