

Director Wetlands International Europe

Reporting to:	Board of Wetlands International European Association
Full-time/Part-time:	Full-time (36 Hours)
Location:	Based in Brussels (with regular travel to the Global Office in Ede-Wageningen, the Netherlands)
Salary:	Competitive, dependent on experience

Wetlands International is the only global not-for-profit organisation dedicated to the conservation and restoration of wetlands. We are deeply concerned about the loss and deterioration of wetlands such as lakes, marshes and rivers. Our vision is a world where wetlands are treasured and nurtured for their beauty, the life they support and the resources they provide. Wetlands International is dedicated to maintaining and restoring wetlands— for their environmental values as well as for the services they provide to people. We work through our network of offices, our partners and experts to achieve our goals. Most of our work is financed on a project basis by governments and private donors. We are also supported by government and NGO membership.

We are seeking to hire a Director for Wetlands International Europe for the European Association.

About Wetlands International European Association

Established in September 2013, Wetlands International – European Association (Wetlands International Europe) is the single network organization in Europe bringing together [10 NGOs whose shared mission is to inspire and mobilize society to safeguard and restore wetlands for people and nature](#). Our ambition for the period 2020-2030 is to upscale action to safeguard and restore wetlands, collaborating with multiple partners and mobilizing a wide range of actors to transform whole landscapes and sectors. Our access to cutting-edge science, combined with our understanding of EU policies, and the on-ground experience from our members, partners, and their networks, in addition to our global network, makes us a credible and effective advocate for improving European policies and practices.

We operate with a growing Secretariat of 15 people, being our key priority to raise the voice of our members in Europe, share knowledge, improve policies and build capacities among stakeholders. For more information, please consult <https://europe.wetlands.org/>

Purpose of the role

The Director leads the work of Wetlands International in the European region in close cooperation with the wider network organisation and the European Association members. They aim to gain recognition for the value of wetland ecosystems, lobby for and raise funds to safeguard and restore them, and ensure integration of wetland-related concerns into relevant sectoral policies of the European Union, including the impact of EU policies on wetlands in other regions of the world. They act as the principal representative of Wetlands International for the region and are responsible for the development and delivery of the European Strategy and Programme. Their focus is on external representation and influencing, building a high profile for the organization, fundraising and development and management of strategic partnerships. As Director they have an oversight role on programme operations, human resources and financial management, while day to day management of these tasks is delegated to the European Programme Manager. The Director is appointed by and accountable to the Board of European Association which is its legal basis within the Wetlands International network.

Responsibilities and tasks

- As Head of Office, oversee the development, implementation and updating of the Wetlands International – European Strategy as a major part of the (global) Strategic Intent 2020-2030;
- Act as lead representative of Wetlands International towards European Union institutions and other key European government representatives, donors, institutions, partners and networks;

- Identify and build relationships with key decision makers in Brussels and, as relevant, European capitals;
- Oversee and ensure the effective management of the Europe Office, including cooperation with other network offices, programme implementation, communications and advocacy, fundraising, finance, human resources and office management.
- Build partnerships with organizations that can help upscale the impact of the organizations, including high level engagement with donors
- Lead the approach in Europe on resource development, including strategy, identification of opportunities and ensuring effective donor management, in close collaboration with the (global) Head of Partnerships and Philanthropy and other key network staff
- Identify and influence relevant sectors of European business that have relevance for safeguarding and restoring wetlands
- Leads the organisation of General Members Meetings, acts as executive to the Board of the Association and ensures that meetings are well-prepared, including the annual cycle of workplans, budgeting and financial management, and reporting; in accordance with the Global Network Partnership Agreement;
- Ensure that (European) Association members are aware of, and engaged in the implementation of the Europe Strategy and that the benefits and responsibilities of members are respected;
- Engage with members of the (global) Association that are based in Europe working in collaboration with the CEO and staff of the Global Office
- Participate as a member of the Global Board of Wetlands International (includes all Heads of Office from the global network, chaired by the CEO);

Working relations

INSIDE Wetlands International:

- Europe Office staff, European Association member representatives, CEO, Management team, policy, advocacy and communications and senior technical team of Wetlands International Global Office, Associate Experts.

OUTSIDE Wetlands International:

- EU representatives, governmental and political representatives; partner organizations and corporates; donors; consultants.

Profile

The Director Europe is an inspirational leader who enables and supports their team and members of the Association, to drive results towards the objectives of the Wetlands International strategy. They combine strategic vision and presence with solid organizational management and staff development skills. Through building a personal and organization profile in Europe, the Director brings credibility and influence to bear that leads to safeguarding and restoring wetlands throughout the region and globally.

Education and experience

- Master level qualifications and 15 years of relevant work experience
- Active policy and technical networks in the environment, climate and development domain in the European region
- Leadership experience in an international NGO or non-profit that in a related nature, environment or development field
- Strong, relevant media profile and understanding of the use of communications and advocacy to gain influence among EU institutions and or major European capitals
- Demonstrated track record in programme development and donor stewardship;
- Demonstrable track record in organization, finance and staff management
- Familiarity and interest in issues related to water resource management, biodiversity, environment and development;
- Prepared to travel frequently internationally.

Core competences

- Visioning and strategic direction: Develops and inspires commitment to a vision of success; supporting, promoting and ensuring alignment with the organization's vision and values
- Partnering and programme development: Seeking and building strategic alliances, collaborative arrangements, and developing new concepts through partnerships to advance the objectives of the organization
- Communications: uses communications strategically to achieve specific objectives towards external audiences to influence policies and positions, and internally to ensure internal understanding and engagement.
- Teamwork: Good interpersonal, team-building, networking and capacity building skills, demonstrating awareness and respect of different cultures;
- Language: An excellent command of written and spoken English and able to operate in one or more additional European language (preferably French or German);

Other Aspects

The legal basis of Wetlands International Europe is the 'European Association of Wetlands International'. For reasons of efficiency and coherence, the Association applies the same terms and conditions of employment as the Wetlands International Foundation.

How to apply

Michael Page Belgium (contact Estelle Choghari) is in charge for recruitment of this position. Please apply via their link:

https://www.michaelpage.be/job-detail/general-manager-ngo-brussels/ref/jn-082022-5707414?apltrak_email=RXNOZWxsZUNob2doYXJpLjI3NjI4LjU0MDNAcGFnZWJlLmFwbGl0cmFrLmNvbQ&utm_source=linkedin&utm_medium=social&utm_campaign=bbsocstat