



Environmental Science Director Position Description

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| Position Title: | Environmental Science Director |
| Starting salary: | \$110,000-\$130,000 (negotiable) |
| Location: | Wellington, New Zealand |
| Reports to: | CEO |
| Direct reports: | Climate Change Programme Manager, Ocean Programme Manager, WCP Tuna Programme Manager, Environmental Innovation Programme Manager, Pacific Programme Manager, Environmental Team Coordinator, Research and Policy Manager |

Primary Role of WWF-New Zealand Staff

WWF-New Zealand's mission is to help create a future in which people live in harmony with nature '*kia noho ngatahi te tangata ki nga kura taiao*'. The primary role of all staff is to contribute to the achievement of this mission.

Department Context:

WWF-New Zealand's strategy requires all staff to support the delivery of the following goals:

- To help New Zealand's nature and species thrive again (particularly in the ocean space)
- To help ensure NZ is on track to become net carbon zero by 2050
- To reduce the impact of food production in New Zealand and the Pacific
- To be New Zealand's leading credible non-governmental voice for our nation's environmental health
- To be the go-to catalyst for environmental innovation in New Zealand
- To develop a cohesive, innovative, optimistic and results focused culture that will help deliver on our goals
- To be a fully financially sustainable office

Purpose of the Position

WWF is a science-based and globally influential organisation which has a recognised track record in influencing and enabling positive environmental action.

The Environmental Science Director role will lead the development and implementation of WWF-NZs' environmental work programme drawing on the scientific evidence, an unrelenting focus on achieving agreed organisational goals. Focusing on four major programme work areas Oceans, Climate Change, Thriving Nature and Environmental Innovation, the Director will also oversee the development of science-based programmes and

evidence-based analysis to inform strategic decisions, ensure organisational agility, and drive innovation in environmental programmes.

Position profile

The Science Director will be an accomplished communicator, an individual who engages, empowers, empathises and is a bold astute innovator. They will have a particular knack at seeing the long view, based on a deep understanding of science and politics, while building with their team and stakeholders' pathways to desired goals. Back casting and systems thinking will be a key part of their DNA as will relentless drive to focus on the possible, opportunities and the 'how' reinforced by the 'why'. The Director requires a global perspective on science-based solutions for environmental issues - evaluating and sourcing best practice options globally as well as identifying specific areas where New Zealand has a comparative advantage in leading.

The Environmental Science Director is a member of the WWF-NZ Leadership Team with a high degree of interaction with the Board, NZ Science Groups, Government and other key stakeholders and wider WWF International science leaders.

The Director will have the external mana to act as a regular spokesperson for WWF.

Responsible to:

CEO

Responsibilities of the Position

Organisation and Department Level

- Demonstrates strategic organisational leadership that drives innovation, improvement, and results.
- Performs financial, risk and quality management and Board level reporting
- Creates and manages forecasts and budgets
- People leadership in building a high performance, constructive organisational culture, driving change through people, and developing organisational competence by attracting, coaching, developing and retaining talent.
- Leads and directs compliance with legislation and standards, leads on policies and practices, particularly Advocacy with Excellence, Information Security, Health and Safety, child protection, security, sustainability, and equal employment opportunity.
- Creates and communicates WWFs vision and leads on WWFs mission, Guiding Principles and Values – Acts with Integrity, Knowledgeable, Optimistic, Determined and Engaging.
- Champions the brand to build trust and optimising brand opportunities to drive donor and partnership engagement.
- Represents WWF-New Zealand as a key influential spokesperson/authority within discipline nationally and internationally.
- Applies and adheres to the WWF Standards of Conservation Project and Programme Management.

Relationships & communications

Team-working is WWF's preferred way of working requiring positive and constructive relationships across the organisation and stakeholders. Key relationships include:

- Leadership Team to coordinate strategic integration across the organisation and develop the workforce, build strategically aligned competence and new ways of working.
- Strategic partnerships and high-level contacts in government, corporations, Iwi and hapu groups, community organisations, NGOs and the scientific community.
- WWF Global Practices and Network teams, and the Asia-Pacific Region.
- Science Groups and stakeholders to act as the key interface on strategic plan and program matters.

Job Challenge

- WWF is a science-based organisation. This science-based capability and capacity needs to be grown in WWF-NZ.
- The 5-year strategy calls for fundamental cultural shifts and ways of engaging. The position requires a leader that is adept at change leadership.
- Innovation is a central premise within WWF New Zealand and the position requires the skills to build trust and work collaboratively to achieve engagement in this across teams.
- Environment teams are required to adopt new ways of working, distributed decision making and integration to deliver optimal organisational outcomes.
- Funding is a key growth focus for WWF-NZ. The ability (with marketing) to create fundable science-based programmes and the pitch documentation to achieve key partnerships is crucial.
- The geographically dispersed nature of WWF requires advanced people and project management skills.
- Anticipating media and community reaction to tailor messages and achieve positive outcomes.
- Capacity building to ensure evidence-based decision making and robust impact reporting may require capacity building in the organisation.
- Maximising fundraising opportunities with a focus on digital channels in an increasingly competitive market.

Essential selection criteria

- Results driven with demonstrated skill and experience in strategic planning, impact monitoring, analysis and reporting, and policy analysis and planning with a focus on results
- Technical capability in the environmental science sphere with capability of leading a team of technical experts (currently with a focus on Oceans, fisheries, climate change and environmental innovation)

- Advisory and advocacy experience - with leadership as an advisor in change situations being a critical experience capability
- Knowledge of biodiversity conservation principles and practices in New Zealand and extensive experience in the application of this knowledge in a relevant context
- Proven track record fostering innovation and unlocking creativity to deliver results
- A track record of working collaboratively with Government, Corporations or other stakeholders in achieving impact
- Demonstrated change orientation and change management experience including developing constructive workplace cultures, building staff capability, and sharing success and failure stories and learning and encouraging others to take risks
- Knowledge of global environmental issues, threats and practices with proven experience constructively working across boundaries to achieve positive environmental impact
- Experience working in a cross-cultural environment and the cultural context when working with Iwi or other indigenous peoples and in developing countries
- Highly developed communication, media, interpersonal, influencing and relationship skills and a proven ability to motivate teams to deliver strategic goals
- A track record leading and developing geographically dispersed, high-performance teams.
- Understanding of risk management, including H&S and the legislative context within which WWF-New Zealand operates
- Senior level program/project and financial management skills and experience balanced with the ability to carry out the administrative side, we are a relatively small NGO after all!
- Ability to work well under pressure

Personal Attributes Required

- A commitment to WWF's values and an enthusiasm for being part of our mission to build a future where people live in harmony with nature.
- Ability to embrace knowledge by listening deeply and building on science
- A naturally optimistic and determined nature – purposeful, passion to drive action
- The ability to innovate fearlessly – brave, fail fast, learn fast
- To believe in being stronger together – Open, naturally collaborative approach
- A strong commitment to internal customer service and developing a positive work culture.

- A strong desire to keep learning, adapting and improving, taking on new professional skills.
- A commitment to and recognition of the Treaty of Waitangi.
- A commitment to and recognition of Equal Employment Opportunities principles

**Desirable
selection
criteria**

- An understanding of, and support for, workplace sustainability principles
- Knowledge and experience in WWF
- Experience working within a multi-stakeholder environment, including with regional stakeholders.
- Current networks within government, corporations, community organisations, and the scientific community

Credentials

- Advanced degree in natural or environmental science or equivalent experience and reputation.

**Job
requirements**

- Willingness to undergo police checks as required by the Policy on Child-Protection
- Ability to participate in out of hours work and travel domestically/internationally