



## Wildlife Conservation Society – Ecuador Program

### JOB OPPORTUNITY – DIRECTOR ECUADOR

**To apply for this position, please send your resume and cover letter in English or Spanish to [wslatinamerica@wcs.org](mailto:wslatinamerica@wcs.org) and [postulaciones@gestiontalento.com](mailto:postulaciones@gestiontalento.com) with Ref: Country Director Ecuador. Please include at least two references and your salary expectations.**

The Wildlife Conservation Society seeks a knowledgeable individual to lead a well-established and prominent environmental conservation program in Ecuador. The Wildlife Conservation Society (WCS) is an international conservation NGO founded in 1895 and headquartered at the Bronx Zoo in New York City, working to save wildlife and wild lands through science, conservation action, education and inspiring people to value nature. WCS focuses its efforts on the most intact, “last of the wild” ecosystems in 15 Global Priority Regions around the world. The Ecuador program focuses on the biodiversity of important portions of the Andes and Amazon regions of the country, and is part of WCS’s Andes, Amazon, and Orinoco (AAO) Global Priority Region.

WCS has contributed to the conservation of biodiversity in Ecuador for over 15 years, and currently supports various national efforts on critical themes, including effectiveness of the national protected areas system, enhanced municipal land zoning and planning, environmental mitigation, and wildlife traffic. WCS concentrates on the ground efforts in a landscape that comprises the Yasuní Biosphere Reserve (YBR) in the Ecuadorian Amazon and Llanganates National Park (LLNP) in the Andean region. Both YBR and LLNP contain large representations of undisturbed lowland tropical forests (YBR), Andean forests and páramo grasslands (LLNP), which are critical for the conservation of key wildlife species and ecosystems in Ecuador. The landscape spans over a 6000-meter altitudinal gradient and includes numerous peasant communities and indigenous territories of multiple nationalities, and multiple local governments or provinces.

#### I. JOB DESCRIPTION

<b>Position:</b>	<b>DIRECTOR ECUADOR</b>	<b>Division:</b>	Ecuador Program - Global Conservation
<b>Reports to:</b>	Andes, Amazon, Orinoco Regional Director	<b>Supervises:</b>	Ecuador Program Team

#### II. POSITION OBJECTIVES:

The Ecuador Country Director manages all WCS activities in the country, ensuring the organization significantly and effectively contributes to the long-term conservation of the country’s outstanding biodiversity. He or she will report to WCS’s AAO Regional Director. As part of the senior team of the AAO Global Priority Region, he or she is expected to help shape the regional strategy and engage in programs that extend beyond national borders. The Director will advance the overarching strategic vision of the Ecuador program and lead its implementation using a results-based approach. He or she must have: the capacity to strategize based on a thorough analysis of technical and political risks and opportunities; the ability and experience to foster relationships and alliances with the government, local communities, grassroots organizations and other civil society entities; and, the leadership to manage a multidisciplinary team. The Ecuador Country Director will be based in Quito, with significant travel time between cities, in the field, visiting WCS’s headquarters, and representing the program regionally.

#### III. RESPONSIBILITIES:

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<p style="text-align: center;"><b>General Responsibilities</b></p>	<p>In consultation and coordination with the Andes, Amazon, Orinoco Regional Director:</p> <ul style="list-style-type: none"> <li>• Build and update the strategic vision for WCS’s work in Ecuador.</li> <li>• Promote wildlife conservation in Ecuador, direct international attention to conservation of important sites and species in Ecuador, and represent WCS in national and international forums and key venues.</li> <li>• Maintain, strengthen, and establish new partnerships with governmental entities, key civil society partners, and private donors and entities.</li> <li>• Develop projects and initiatives that generate conservation impact at meaningful scales.</li> <li>• Serve as the legal representative of WCS Ecuador, and ensure the Ecuador program complies with all rules, regulations and best practices issued by the Ecuadorian government and governing bodies of WCS.</li> <li>• Oversee the implementation of current projects and initiatives, and ensure appropriate overall and specific budget execution.</li> <li>• Provide conservation leadership, promote teamwork, and provide feedback to staff.</li> <li>• Serve as a member of the Andes, Amazon, Orinoco regional team, helping to shape the regional strategy, promoting cross-border collaborations within regional initiatives such as Amazon Waters, and facilitating learning and cross-pollination between programs.</li> </ul>
<p style="text-align: center;"><b>Specific responsibilities</b></p>	<ul style="list-style-type: none"> <li>• Keep all relevant departments of WCS informed about developments in the WCS Ecuador Program, and the political and conservation context of the country.</li> <li>• Develop innovative funding mechanisms, and fundraise for the program from bilateral and multilateral cooperation agencies, foundations, and private donors and entities. Oversee preparation of funding proposals in coordination with other relevant departments in WCS.</li> <li>• Establish a control, monitoring, and evaluation system that ensures high quality and efficient implementation of strategic plans, and general and project specific implementation plans and budgets. Oversee the production of reports and other required documents, including WCS internal reports and reports to donors or partners.</li> <li>• Supervise the financial management of the program, including accepting overall fiduciary responsibility. Work with the Financial Manager, Project Directors, and New York office to develop and stay within an annual budget and work plan.</li> <li>• Assess and update the organizational structure to ensure its pertinence, including regular review of positions and job descriptions, line management, performance evaluations, merit salary increases, internal coordination policies, communication policies, etc. Establish internal policies that foster staff motivation, high-quality performance, and a harmonic organizational culture.</li> <li>• Manage and mentor staff, including: overseeing recruiting and professional development, supporting senior staff in their responsibilities and projects, and providing both formal and informal evaluation and advice.</li> <li>• Contribute to, enlarge, and uphold WCS’s policies towards Equal Employment Opportunities for women, minorities, the handicapped, and other protected groups.</li> </ul>

#### IV. REQUIREMENTS

ACADEMIC DEGREE
Master’s degree in Natural Science, Social Science or Specialties related
PhD (Preferred)

LANGUAGE SKILLS	LEVEL OF REQUIREMENT*
Excellent spoken and written English and Spanish language skills	Advanced

KNOWLEDGE
Excellent Knowledge of Conservation issues and sociopolitical context of Ecuador

EXPERIENCE	TIME REQUIRED
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Extensive experience in a field related to biodiversity conservation (preferably in Ecuador)	At least 5 years
Management experience in conservation programs	At least 5 years
Proven results and experience working in or with Ecuadorian government institutions, NGOs, and local communities are highly valued	At least 5 years
Significant and diverse fundraising experience	At least 5 years

### **TRAVEL REQUIREMENTS**

Willingness to travel
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### **JOB SKILLS**

Ability to manage and inspire a team, to build capacities within the team, and to mentor
Ability to foster teamwork and build capacity within the program
Excellent interpersonal and communication skills
Excellent organizational skills
Analytical thinking and decisive judgment
Drive for results
Ability to work in a range of cultural contexts