



VACANCY ANNOUNCEMENT HEAD – WATER PROGRAMME

Duty station:	IUCN Headquarters, Gland, Switzerland
Expected start date:	As soon as possible
Contract duration:	Indefinite
Function group:	M in the IUCN classification system
Reporting to:	To be determined
Work percentage:	100%

BACKGROUND

The Head of the Water Team is responsible for development and implementation of the IUCN Water Programme. Based in IUCN Headquarters, the Head is the focal point for all water related matters in IUCN regarding policy, programme development, resource mobilization and representation.

Overall Responsibility

1. Programme Development

- Lead the development of the Union's Water Programme by providing vision and guidance in developing a well-defined strategic focus in the short, medium and long term, ensuring effective programming and project implementation, and undertaking analysis and evaluation of on-going programmatic activities.
- Act as Headquarters focal point for the Water Programme, particularly concerning collaboration on water related activities with all IUCN Commissions, Regional and Country Offices and other thematic areas.
- Promote IUCN Members' participation in the Water Programme.
- Work closely with IUCN regions, Commissions and other thematic programmes to develop and maintain an appropriate project portfolio and funding for implementation of the Programme.
- Work with colleagues in Headquarters, global thematic units and Regional and Country Offices working on water, river basin and wetlands issues to ensure that they function as an integrated team, that there is coherence and consistency in the policy statements, and a high quality of technical and policy advice is given to field programmes and projects.
- Provide, where needed, guidance and support to the development and implementation of the IUCN programme.
- Ensure learning from the work of the Water Programme as a basis for furthering IUCN knowledge, capacity, profile and influence.

IUCN, the International Union for Conservation of Nature was founded in 1948 and brings together nearly 1,100 members (States, government agencies, NGOs and affiliates) and some 10,000 scientists and experts from 181 countries in a unique worldwide partnership. Its mission is to influence, encourage and assist societies throughout the world to conserve the integrity and diversity of nature and to ensure that any use of natural resources is equitable and ecologically sustainable. Within the framework of global conventions IUCN has helped over 75 countries to prepare and implement national conservation and biodiversity strategies. IUCN has approximately 1,100 staff, most of whom are located in its 42 regional and country offices while 150 work at its Headquarters in Gland, Switzerland. IUCN is an equal opportunity employer and welcomes applications from qualified women and men.

2. Policy and Communications

- Coordinate the analysis of relevant water policy and the dissemination of policy information and advice on water, river basins and wetlands to various parts of the Union and other networks in the most effective way.
- Ensure that IUCN is adequately represented in relevant international fora and negotiations on water, river basin and wetlands management.
- Develop and maintain appropriate collaboration and partnerships with relevant organisations on water-related issues of mutual interest.

3. Management and resource mobilization

- Oversee the development and implementation of all water-related initiatives.
- Manage the Programme, including human and financial resources, budgets, communications, and planning, assessment and reporting as required by IUCN systems.
- Work closely with IUCN regions, Commissions and other thematic programmes to develop and maintain an appropriate project portfolio and funding for implementation of the Programme.
- Lead fundraising for the Water Programme through maintaining good relationships with donor and funding agencies so as to ensure the financial viability of the Programme.
- Convene and facilitate advice from associated experts who provide guidance to the water management related activities of the Union.

In consideration of the ongoing change process within IUCN it is possible that the successful candidate may be offered a higher position to manage a small, focused group of programmes, including the Water Programme. Applicants should indicate whether they would be prepared to consider this when they apply.

QUALIFICATIONS

- A minimum of 10 years of professional experience in conservation or natural resources management, 5 of which should be at senior level;
- PhD or Masters Degree in conservation or other relevant field;
- Excellent managerial, interpersonal and team building skills;
- Proven ability in program development, fund raising, and financial management;
- Strong entrepreneurial orientation and skills.
- Proven ability to manage multidisciplinary teams and produce high quality output.
- Knowledge and experience of strategic planning, policy, project/program cycle management, and performance management;
- Ability to work within and across highly diverse networks of professionals, to harness their strengths, and to effectively coordinate program delivery through such networks.
- A good understanding of IUCN including its decentralized structure, Membership and Commissions;
- Adequate knowledge and skills in the use of relevant computer programs;
- Fluency in written and spoken English and preferably one or more of IUCN's other official languages (French and Spanish).

SALARY

The gross annual salary for this position is in the range from CHF138,080 to CHF172,600, subject to deductions for social security contributions and second-pillar pension, and before tax.

APPLICATIONS

Interested candidates who meet the selection requirements are requested to submit their curriculum vitae, a supporting letter of motivation in English that specifically addresses the skills and qualification requirements, and the names and contact details of three referees (including one recent employer) to:

Human Resources Officer
IUCN
28 rue Mauverney, 1196 Gland, Switzerland
Fax +41 22 99 0339

Applications by email are preferred. They should be sent **only** to jobapplications@iucn.org **before** **23 May 2008**.

VA Head Water Programme (rev)