



TERMS OF REFERENCE

Mediterranean Programme Leader Engage Civil Society in Water Management in the Southern and Eastern Mediterranean Region

General Information

Title of posting: Mediterranean Programme Leader
Sector: Wetlands and Water Resources Management
Location: Tour du Valat, The Camargue, France
Nature of assignment: Full time
Line manager: Chief Executive Officer
Technical supervision by: Head of Programme and Strategy Wetlands and Water Resources
Benefits: health insurance, international travel insurances and relocation costs
Gross salary range: ca. 3.500-3.800 EUR/month (net ca. 2,680-2.930 EUR/month).

Background

Wetlands International is a leading global, non-profit organisation dedicated solely to the work of wetlands conservation and wise use, as a contribution to sustainable development. The organisation has a core staff working in 20 offices world-wide and cooperates with an active world-wide network of wetland scientists, managers and conservationists. Wetlands International works with partners in government, NGO's and the private sector and manages a large number of global level, multi-partner projects as well as working at the national and community levels. The Wageningen office is the headquarters of the global organisation. Tour du Valat is a long-term partner of Wetlands International, working together especially in the context of MedWet and in technical collaboration on waterbird conservation and monitoring programmes.

Wetlands International has a long history of working in the Mediterranean region, largely through partners and networks. Following the re-setting of our strategy in 2005, the organisation saw the need and opportunity to expand its presence and impact in the region particularly in the context of our growing Wetlands and Water Resources programme area. Through the development of an additional office more central to the region and a dedicated Programme Coordinator, Wetlands International has begun to strengthen its networks and partnerships and contribute to the work carried out by governments and NGOs in the region.

- Wetlands International is now seeking a creative and dynamic leader to further develop and oversee implementation of its' Mediterranean Programme. Currently the organisation is implementing the project '*Engage Civil Society in Water Management in the Southern and Eastern Mediterranean Region*' which aims to strengthen the role of civil society in addressing water management issues and the role of wetlands in water

management, especially in the southern and eastern Mediterranean countries. This Canadian International Development Agency funded project is the first initiative in this Programme; its consolidation will provide the basis for a longer term engagement by the organisation in the region. Hosted in Tour du Valat, France, a Coordination Unit has been established to guide and facilitate programme development and implementation. The Coordination Unit is responsible for the day-to-day running of the project in line with donor expectations, assistance and guidance to the partners implementing pilot projects in Jordan, Morocco and Tunisia, linkage of project activities to the wider Wetlands International network and planning, organizing and implementing outreach in the region.

Working relationships

INSIDE Wetlands International and Tour du Valat:

- Chief Executive Officer, Wetlands International headquarters
- Chief Operations Officer, Wetlands International headquarters
- Head of Programme and Strategy Wetlands and Water Resources, Wetlands International headquarters
- Project Technical Officer Mediterranean Wetlands Programme, Wetlands International headquarters
- Business Development Officer, Wetlands International headquarters
- Staff in related programmes, Wetlands International headquarters
- Global Capacity Building Coordinator, Wetlands International headquarters
- Communications team, Wetlands International headquarters
- Finance team Wetlands International Headquarters
- Director General, Tour du Valat
- Coordinator of the Mediterranean Wetland Observatory, Tour du Valat
- Finance team, Tour du Valat
- Programme staff in Tour du Valat

OUTSIDE Wetlands International and Tour du Valat:

- Partner organisations; donors; consultants, scientific institutions, governmental representatives.

Job Description

The Mediterranean Programme Leader will be responsible for leading and coordinating programme implementation through the Coordination Unit, including providing strategic direction, making and implementing decisions on policy and communications, resource mobilization and taking responsibility for project management. Furthermore the position holder will be tasked to develop the sustainability of this initiative by guiding the development of further initiatives together with other partners in the region to further this work in the future. In this respect the position is seen to be a long-term role for the development of a Mediterranean Programme that is anticipated to expand to encompass a fuller range of Wetlands International's strategic goals.

The position holder is responsible to Wetlands International and employed by Tour du Valat for this purpose. Hence the position will represent both organisations and will develop and maintain a collaborative partnership to achieve the project between these organisations and a number of others, such as WWF Mediterranean Programme office, MedWet, the Global Water Partnership-Mediterranean and in-country project organisations.

Profile

The successful candidate will understand the value of wetland ecosystems to both people and nature. He/she will recognise the challenges posed by current water resource management policies and practices in the Mediterranean region and believe that civil society is one of the keys to unlocking solutions. As an effective advocate, communicator and motivator he/she will be able to shape and deliver a vision of how wetlands can become a key part of mainstream water resource management and engage civil society networks to partner in the delivery of this vision.

Main duties & tasks:

- Develop a vision and strategy for the consolidation of Wetlands International's programme in the Mediterranean Region
- Develop and coordinate implementation of a regional strategy for communications and advocacy that will lead programme development and implementation in the Mediterranean Region;
- Engage with and as necessary develop networks of civil society organisations to support advocacy and communication at the regional level;
- Develop strategic partnerships, resources (competence, fund-raising) and activities to enhance the impact of the programme at the regional level;
- Effectively oversee and guide implementation of the existing programme, including taking responsibility for project management, timely achievement of outcomes, financial management, partner relations and reporting;
- Represent and report on existing programme objectives and achievements;
- Support and facilitate the work of partner organisations to ensure effective teamwork, timely project implementation and efficient internal and external project communications.

In order to achieve this, it is anticipated that the Programme Manager will need to:

- Keep abreast of relevant initiatives (*NGOs, UN, bilateral & multilateral, national level*), policy developments (*legislation in country, EU*) and scientific initiatives (*scientific institutes*) in the Mediterranean and participate in relevant events and meetings;
- Take responsibility for preparation and development of office annual workplans and budgets in line with the logical framework of the project;
- Put in place and coordinate communications initiatives with Wetlands International HQ, Tour du Valat and other project partners;
- Manage a Technical Officer within the Programme Coordination Unit;
- Liaise and coordinate communications and policy activities in the region with partners in the region and Wetlands International headquarters
- Participate in relevant staff activities of Wetlands International and Tour du Valat;
- Regularly travel to the target countries in existing programme in Jordan, Morocco and Tunisia.

Competencies:

- Understanding of the main drivers of change in Mediterranean wetlands and the relationship with water resource management policy and practice;
- Appreciation of the importance and role that civil society can play in influencing water resource management and policy and the approaches and tools that can be used to achieve this;
- Ability to organise outcome oriented communications and advocacy strategies.
- Ability to organise and gather factual information to make the case of the role of wetlands in the region.
- Develop a knowledge base for communications by gathering information from the demonstration projects and other sources for outreach in the Mediterranean Region;
- Proven achievements of programme development and implementation preferably involving international applications or outcomes and partners from the environment, water or other relevant development sectors;
- Experience in and interest in working with relevant institutions and initiatives in the Mediterranean, with preference of experience and/or networks in the south and east Mediterranean countries;

- Demonstrated ability to coordinate and communicate effectively with widely dispersed members of a team;
- Positive track record in resource development and donor liaison;
- Excellent written and inter-personal communications skills, and in particular good ability to work effectively in English and French;
- Knowledge of other languages of target countries and cultures is highly desirable – especially Arabic.

Applications:

Those interested in applying should send a covering letter addressing the selection criteria together with their detailed curriculum vitae, plus contact details of two referees, who can vouch for professional and personal qualifications.

Deadline: Friday, January 8, 2010

Interviews will be held at Tour du Valat, Le Sambuc, 13200 Arles, France.

Applications should be sent in English by e mail to: Ms Canan ORHUN canan@rubiconfoundation.org
+39 (331) 625 11 79.