

## **Terms of Reference**

# **Programme Manager / Team Leader**

## **INDUS FOR ALL PROGRAMME**

**Reporting to :** Director General, WWF- Pakistan

**WWF-Pakistan Salary Grade :** M1

**Duty Station :** Karachi

**Duration and Type of Contract :** Three years renewable contract

### **JOB SUMMARY**

As the team leader of the Programme, review and supervise the work of all staff especially that of the Programme Management Team. Ensure timely completion of all outputs, technical and financial progress reports. Maintain close liaison with Indus Ecoregion Steering Committee and develop and maintain across-the-board partnerships with all relevant stakeholders. Ensure the sustainability of the Programme through securing financial and technical commitments from relevant partners. Work closely with WWF Head Office to steer the IFAP in accordance with the Ecoregion Action Programme guidelines. Supervise the programme operational procedures, and execution of monitoring plans. Maintain a close liaison with the WWF Head Office in order to maintain coherence with the WWF Country Programme.

### **SELECTION CRITERIA**

Candidates for the position of Programme Manager / Team Leader should have:

- A well-proven personal commitment to nature conservation;
- A PhD in Natural / Social sciences with at least 10 years of experience OR Masters in Natural / Social sciences with minimum 15 years experience;
- A Professional with five years experience preferably in countries other than Pakistan;
- Skills & Abilities:
  - Proven problem-solving skills and results orientation;
  - Superior English language reading, writing and speaking skills;
  - Demonstrated interpersonal communication and advocacy skills;
  - Sensitivity to gender and other current social issues in countries such as Pakistan;
  - A vibrant and amicable personality;
- Working Knowledge:
  - Familiarity with Ecoregion / landscape level conservation work;
  - Excellent understanding & knowledge of participatory NRM practices;
  - Specialization in project / programme management established through relevant work experience;

**WWF-Pakistan provides a challenging work environment with competitive compensation and is an equal opportunity employer. Women are encouraged to apply. Please send applications to [jobs@wwf.org.pk](mailto:jobs@wwf.org.pk) or WWF-Pakistan Head Office, Ferozepur Road, Lahore, UAN 111 993 725. Deadline for submissions is 03<sup>rd</sup> September, 2006**