



## **Programme Coordinator- EU Outermost Regions & Overseas Countries and Territories**

**Duty station:** Brussels  
**Reporting to:** Regional Programme Coordinator for Pan-Europe  
**Contract duration:** 1 year, with possible extension.  
**Expected starting date:** 4 January 2010  
**Deadline for applications:** 28 October 2009

### **IUCN**

IUCN, the International Union for Conservation of Nature, helps the world find pragmatic solutions to our most pressing environment and development challenges. It supports scientific research, manages field projects all over the world and brings governments, non-governmental organizations, United Nations agencies, companies and local communities together to develop and implement policy, laws and best practice. IUCN is the world's oldest and largest global environmental network - a democratic membership union comprised of more than 1,000 government and NGO member organizations, and almost 11,000 volunteer scientists in more than 160 countries. IUCN's work is supported by over 1,000 professional staff in 60 offices and hundreds of partners in public, NGO and private sectors around the world. The Union's headquarters are located in Gland, Switzerland.

### **Context**

The EU has 7 OR's (Outermost Regions: French Guiana, Martinique, Guadeloupe, Reunion, Azores, Madeira, Canary Islands) and 21 OCT's (Overseas Countries and Territories) linked to six member states: France, Spain, Portugal, the Netherlands, UK, and Denmark. These 28 entities are spread over three oceans and are home to a unique diversity of species and ecosystems. Climate change brings unprecedented threats to their globally important biodiversity. Adding heavy pressure to existing problems, it will impact several ecosystems of key importance for humanity: fish stocks, coral reefs, mangroves, forests etc. All these critical biodiversity issues have been largely discussed between the representatives of most of the institutions (scientific organizations, local authorities, national governments, European commission, NGOs) engaged in these issues during the Reunion Conference "The European Union and its Overseas Entities: Strategies to counter Climate Change and Biodiversity Loss".

The IUCN initiative on biodiversity in the EU Outermost Regions & Overseas Countries and Territories aims to:

- 1) Increase knowledge on the threats to biodiversity and key ecosystems services,
- 2) Disseminate knowledge to relevant stakeholders (institutions, networks, individuals) and inform and advise - especially local, national, and European political leaders and decision makers - on specific areas of vulnerability and strategies for action,

- 3) Strengthen local actions and commitments to address the threats,
- 4) Contribute to efforts made by relevant stakeholders (local, national, European and global) to mitigate and adapt to climate change in the EU Outermost Regions & Overseas Countries and Territories.

This initiative is contributing to the follow up of the recommendations from “The Message of Reunion” and is launched in the framework of the cooperation agreement between France and IUCN.

### **Specific Tasks:**

In the framework of IUCN’s Programme on EU Outermost Regions & Overseas Countries and Territories, the Programme Coordinator will:

- 1) Act as coordinator with full responsibility for IUCN's involvement in the implementation and coordination of activities related to the EU Overseas Entities Project,
- 2) Lead the development and application of appropriate tools for promoting the balanced integration of the different dimensions of biodiversity and natural resources management within the context of a sustainable development approach into relevant policies and programmes for the EU ORs and OCTs,
- 3) Carry out project formulation and implementation related activities, specifically:
  - Develop additional project proposals to enhance the various activities implemented in the framework of the IUCN initiative on biodiversity in the EU Outermost Regions & Overseas Countries and Territories,
  - Preparation, monitoring and revision of budgets and financial reporting to Donors,
  - Conduct reporting activities by preparing technical background documents, activity reports and any other reporting requirements,
  - ToR preparation, selection, and recruitment (with support from Human Resources and Finance staff) of international consultants,
  - Supervision and evaluation of international consultants and other project staff.
- 4) Identification of sources of funding and liaise with donors for fundraising opportunities,
- 5) Contribute to fostering sub-regional and regional cooperation in addressing biodiversity and other environmental issues and the development and implementation of new projects; support the regional network of institutions and experts and provide information on biodiversity, environment and sustainable development relevant to the Overseas Territories to both specialist and non-specialist audiences,
- 6) Act as a provider of network services (communication, raising awareness, dissemination of knowledge, facilitating dialogues, information exchange among stakeholders) to relevant institutions and contribute to the enhancement of existing network efforts at:
  - Local authority and civil society level of the EU Outermost Regions & Overseas Countries and Territories,
  - Government and European level (Member States, European Commission, Donors, and the EU Representations of the involved states),
  - Existing institutional Networks for the EU Outermost Regions & Overseas Countries and Territories in relation with the European Commission, OCTA, and others,

- Members of the Bioverseas initiative: Dutch and French IUCN National Committees, BirdLife, LPO, WWF, UK, Overseas Territories Conservation Forum, Dutch Caribbean Nature Alliance,
- IUCN actions & Programmes related to Oceania, the Caribbean, and Small Islands Developing States (SIDS),
- IUCN network: member organizations, experts, commissions, national committees,
- The Berne Convention: Group of Experts on European Island Biological Diversity (council of Europe),

7) Perform any other duties as required.

### **Requirements:**

**Professionalism:** In-depth understanding of development theories, concepts, models and their application in relation to natural resources management, environment and sustainable development issues; proven ability to integrate gender issues in natural resources management. Solid knowledge and understanding of the key elements of natural resources management strategies preferably in the context of EU Outermost Regions & Overseas Countries and Territories and/or Small Islands Development States. Extensive experience with project cycle management (identification, formulation, monitoring and evaluation of projects/programmes) will be required. Knowledge of project financing, budgeting, budgetary revisions, etc. Experience with supervising project personnel/consultants.

**Planning and Organizing:** Ability to apply good judgement in the context of work assignments; proven ability to plan, organize, and prioritize work, as well as to deliver outputs in a timely manner, and integrate work into the Organization's work programme.

**Communication skills:** Speaks and writes clearly and effectively; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Networking and negotiation skills are also highly appreciated.

**Client orientation:** Ability to identify clients'/stakeholders' needs and propose appropriate solutions as well as use good interpersonal skills to establish and maintain effective partnerships within the organization and with outside partners and other contacts.

**Teamwork:** Ability to apply good interpersonal skills in order to establish and maintain effective working relations internally as a team member and coordinator, as well as with clients and partners; work effectively in a multi-cultural, multi-ethnic, multi-national environment with respect for diversity. Demonstrates commitment to IUCN's mission, vision and values.

**Vision:** Ability to identify strategic issues and challenges and to propose appropriate solutions.

### **Education:**

Advanced University Degree (Master's degree or equivalent), in environmental studies, natural resource management, social sciences or related field is required. A university degree in a different subject matter with a relevant combination of academic qualifications and experience may be accepted in lieu of the above mentioned subjects.

### **Work Experience**

Minimum of seven years relevant experience in the field of environment, development and or natural resources management including financial management of projects. In the context of

this position, relevant experience is having worked on programme management, networking or policy projects, in a governmental-, international- and/or NGO environment. Experience at grassroots and field level is an advantage. Experience in the EU Outermost Regions, Overseas Countries and Territories or Small Islands Development States is desired.

**Languages:**

English, French and Spanish are the working languages of IUCN. For this position, fluency in English and French is required; working knowledge of Spanish and/or Portuguese is an asset.

**Other Skills**

Computer literacy, including word processing, spreadsheet, and power point presentations, is required.

**Applications**

Applicants are requested to send their motivation letter and CV per email to Mr. Paul Grigoriev, Regional Programme Coordinator for Pan-Europe, at: [paul.grigoriev@iucn.org](mailto:paul.grigoriev@iucn.org), latest by 28<sup>th</sup> of October 2009.