



Rare's Mission

To conserve imperiled species and ecosystems around the world, Rare inspires people to care about and protect nature.

A Rare Approach

At Rare we believe that people are our most important resource. Conservation ultimately comes down to people and their behaviors toward nature. For nearly four decades Rare has designed programs that benefit both people and the planet. We have been successful because of the talent that makes it all possible. We are committed to providing our employees with a unique and inspirational professional culture. We invite you to search through our open positions and join us in our quest for continued impact.

We have the high energy and dedication of a company on an exciting trajectory. We truly are on a mission to make sure employees work in a dynamic environment where innovation thrives.

What is Rare Talent?

We're seeking people who are smart, fun and get things done. Rare is an entrepreneurial organization, so we're looking for people who are resourceful, creative and enjoy being challenged intellectually. Working at Rare gives you the chance to make a difference every day and contribute to addressing global conservation challenges while working alongside culturally diverse and driven colleagues.

No phone calls, please. The fastest way to get a response is by applying online:

<http://rareconservation.org/career-and-internship-opportunities>



Program Director, Latin America

Program Management | Guadalajara, Mexico

Areas of Responsibility

Conservation Outcomes (40%)

- Manage the Pride ARA cohort in Latin America. Ensure high quality delivery of Pride, including teaching, monitoring visits, RarePlanet presence.
- Supervise and inspire a team of Pride Program Managers assigned to the ARA cohort. Primary responsibility will be to ensure that the two main components of the ARA Cohort: barrier removal and Pride Campaign implementation are developed effectively, to achieve the conservation results expected of the cohort.
- Oversee and facilitate communication and lessons learning and sharing between the ARAcampaigns, including Rare Planet communications. Ensure meaningful conservation objectives for each campaign and successful campaign implementation, on time and on budget, supporting the Regional Director and the Vice President.
- Assist in mentoring Pride partners, especially the supervisors and executive directors of campaign managers.
- Assist local campaign managers when developing long-term follow-up strategies and financing efforts to turn initial momentum into lasting conservation results.
- Participate in Pride monitoring visits to support staff training and address specific issues and opportunities.
- Technical sign off on campaigns jointly with the Regional Director and the VP.
- Collaborate closely with Regional Director to oversee monitoring efforts at ARA sites for the cohort and support the monitoring planning and management for all cohort campaigns

Operational Management (25%)

- Work with the Training Director to coordinate training customization for Modules 1 &2(1st University phase), Module 3 (second university phase) and Module 4 (final university phase).
- Oversee and ensure develop thematic content for Modules 1 &2(1st University phase), Module 3 (second university phase) and Module 4 (final university phase).
- Oversee and ensure that the relevant parts of the annual program plan are developed and delivered in the timeline established.
- Responsible for management and reporting to the ARAdonors on project activities and deliverables in collaboration with Regional Director and Vice President.



- Report to the Regional Director, Latin America, weekly and as needed with full openness and candor concerning any issues and challenges, and ensure monthly reporting scorecards and similar tools are submitted on time.

Relationship Management (20%)

- Manage partnerships with local partners and government, with input as needed from regional staff and others.
- Maintain regular communications with LAP institutions (supervisors) to ensure communication and problem solving is timely and effective.
- In close coordination with the Regional Director, evaluate actions needed to ensure cohort activities move forward smoothly and when problems arise, discuss and solve issues in a timely fashion.
- Manage local levels of some national relationships as agreed with the Regional Director and VP.
- Identify new opportunities for partnership.
- Help to raise profile of Rare with local media.

Financial Management/Fundraising (15%)

- Responsible for managing cohort budget. Responsible for daily decisions related to cohort expenses and for preparing and presenting financial reports in a timely manner in collaboration with Associate Project Manager. Overall budget management will be supervised by Regional Director, Latin America.
- Responsible for maintaining relationships with cohort donors in collaboration with VP Latin America.
- Implement fundraising tasks and targets as agreed with VP and LA director (approx. 10% of time), including negotiations with local partners to secure their contributions to campaign funding.
- Work and coordinate with local partners (LAP) to identify and pursue potential local funding for and/or through the LAP.
- Help to identify new opportunities for funding.
- Help write and review proposals in an effort to secure additional funding.
- Participate in some donor trips.
- Help to ensure fundraising activity is well-coordinated with development staff at Rare headquarters

Qualifications, Skills & Core Competencies Required

- Masters degree or equivalent. Training or experience in natural resource management in the tropics a plus. Knowledge of watershed ecosystem services, biodiversity, and their management a plus.
- At least ten years management and team leadership experience.



- Fluency in written and spoken Spanish and English. Portuguese knowledge a plus.
- Proactive, consultative and results oriented with a track record of having strategically driven an organization's mission forward, while simultaneously striving to improve organization business models.
- Proven success managing complex projects involving multiple stakeholders, partnerships and contracts.
- 5 years experience in conservation in Latin America
- Proven success of having moved from one area of expertise to another.
- Analytical, detail orientated and organized.
- Consultative and proactive in having built partnerships and strategic alliances that resulted in a quantifiable outcome.
- Ability to work and manage staff in a multi-cultural setting.
- Demonstrated interest in learning
- Excellent public speaking abilities and strong writing skills.

Willingness to travel internationally and locally based on needs of the position, often in uncomfortable circumstances and work extended hours when necessary.

Benefits

Rare not only inspires conservation, we also inspire our employees. In addition to fully covered health insurance and 3+ weeks of vacation/holiday leave time, Rare employees receive an annual training budget for continuous learning and growth, a bonus plan that ties to individual and organizational performance, and a flexible work environment.

To Apply

Please apply online and include your resume and cover letter, outlining how your skills and experience meet the qualifications of the position. Please mention how you learned of this opportunity, note your historical salary levels and expected salary for this position. Applications will be reviewed on a rolling basis.

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