Terms of Reference
Director Ecosystem Based Adaptation
NDRMF Project, WWF-Pakistan

Reports to: Senior Director, Footprint
Project / Programme: National Disaster Risk Management Fund (NDRMF)
Grade / Title: E2 / Director
Location: Lahore
Contract: Long-Term
Work Week: 05 Days-40 Hours/Week

WORKING RELATIONSHIP
Internal: work in close collaboration with programme team, project staff, finance, admin, procurement team of WWF-Pakistan and practice teams with WWF Network
External: liaise and work with communities, partners, consultants and service providers, and other third-party affiliates.

MAJOR DUTIES AND RESPONSIBILITIES
Director, Nature-based Solutions, NDRMF Project, will be responsible for supporting and providing oversight to implementing the project through the site office teams in Pakistan. The position will ensure the effective inception, implementation, learning and communicating and reporting of the project. The position will based in Lahore but will require extensive travel to the sites.

Provide leadership to the project as well as develop a framework for nature-based solutions for WWF-Pakistan's Offices and across national and sub-national stakeholders;

Core responsibilities
- Prioritizing tasks and meeting commitments on an on-going basis and taking ownership and responsibility for the timely completion and quality of work
- Lead planning processes for the project to ensure effective and timely delivery of project outcomes and reporting which includes designing, managing, negotiating and delivering the agreed activities
- Lead the delivery of the monitoring, evaluation and learning framework of the project, including aggregation of outcomes in each site for national and sub-national reporting and tracking of milestones;
- Lead the technical reporting for the Recharge Pakistan project to donors and internally within WWF-Pakistan;
- Provide budgetary management of the project budget and provide oversight of other site-level budgets, including supporting financial reporting processes across the project lifetime;
- Ensure the integration of gender equity, and social inclusion into the programme and that safeguards relating to Indigenous People and local communities are followed, tracked and reported;
- Adopt a holistic approach to restoring ecosystem for developing resilient communities in the project areas

Secondary responsibilities
- Lead development of policy related outcomes of the programme and support country wide teams in developing and delivering policy recommendations
- Liaise with other EbA practitioners and projects in the region to develop a network of contacts and share lessons learnt, and best practices from the site implementing offices;
- Develop evidence-based business cases for EbA (effective cost-benefit analysis) for its replication and upscaling within the organization
- Lead and contribute to ecosystem-based adaptation and nature-based solutions agenda within Pakistan by writing proposals in collaboration with external partners in order to mainstream effectively within the national and sub-national level planning;
• Keep up to date with relevant legislation, policy, guidance and best practice relating to natural capital, ecosystem services, environmental valuation, NbS, Adaptation etc.
• **Represent WWF-Pakistan** in relevant forums such as conferences, symposia, and relevant meetings and workshops to communicate and promote relevant work, as required.

**REQUIRED QUALIFICATIONS**
- University degree in Climate Change, Forestry, Environmental Science, Sustainability, Water Conservation or any similar field, a master degree preferred;
- At least 10 years’ of relevant and demonstrated professional experience in Project Management especially of projects of more than USD$5M;
- Good knowledge of ecosystem based adaptation and nature-based solutions theory and application;
- Experience as an effective professional working within a decentralized, multi-stakeholder network (or programme);
- Experience in partnership relations management, fundraising and marketing;
- Familiarity of working with governments, aid agencies, and NGOs.

**REQUIRED SKILLS AND COMPETENCIES**
- Ability to work in a multicultural environment;
- Inspiring leadership, team management and coordination skills;
- Effective communication in both written and spoken English, Urdu and local languages;
- Identifies and aligns with the core values of the WWF organization: Courage, Collaboration, Respect & Integrity;
- Ability to work under pressure;
- Good leadership and team work abilities;
- Good problem-solving skills and results orientation;
- Ability to motivate and influence others;
- Sensitivity to gender and other social issues in Pakistan;
- Proficiency in the use of computer office applications especially MS Office
- Excellent inter-personal skills, including the ability to develop and maintain strong relationships at all levels, within WWF and, as required, with external stakeholders;
- High ethics and a personal commitment to transparency and accountability;
- Sensibility on safeguarding standards and social policies (gender, human rights etc.) are expected;
- Ability to work in a remote environment with regular visits offering logistical challenge

**HR department** : Signature / Date-------------------------------

**Hiring Manager** : Signature / Date-------------------------------

**Acknowledged by Employee** : Signature / Date-------------------------------

_WWF- Pakistan is an equal opportunity employer and reserves the right to amend this document from time to time, as may be required in the interests of the organization._