

## **Job Description**

### **Latin America Director, Marine Program**

#### **Introduction**

WildAid is a growing and dynamic global wildlife conservation non-profit based in San Francisco, California, with a mission to inspire and empower the world to protect wildlife and vital habitats from critical threats. WildAid manages a \$12 million annual budget and has received a Four-Star rating from Charity Navigator for over a decade. Since its founding in 1999, WildAid has become a premier conservation organization in driving behavior change through both world-class communications campaigns and capacity building.

WildAid's Marine Program partners with local leaders to design and implement effective enforcement solutions to deter illegal fishing and strengthen the protection of priority marine areas. With a global portfolio of 96 sites spanning 16 countries, the Marine Program aims to expand to 250 sites over the next five years to help protect marine wildlife, ocean habitats, and coastal livelihoods.

#### **Job Description**

WildAid seeks a seasoned Latin America Director to oversee our marine conservation initiatives across Latin America, including in Ecuador, Costa Rica, Panama, Colombia, Mexico, Cuba, and other countries. This role will lead in-region teams to deliver impactful results, develop regional strategy, oversee key projects, and uphold WildAid's mission of marine protection and conservation.

Reporting to the Marine Program Director, the Latin America Director will lead WildAid's operations and team in Latin America, including in-country staff and contractors.

The Director will spearhead regional strategy, management, budgeting, fundraising, and communications for WildAid's Marine Program in Latin America. This position will deliver key projects, contribute to program-wide strategy, and work collaboratively across the organization. The Latin America Director will be instrumental in cultivating and strengthening regional partnerships to secure funding and enhance the program's reach. Additionally, this role involves representing WildAid with external organizations and building strategic alliances with diverse partners.

In addition, this role will provide high-level oversight of WildAid's operations in Ecuador, where it is a legally established subsidiary. With a team of over eight highly experienced and respected professionals, WildAid Ecuador is a leading force in regional conservation.

The Ecuador team, led by WildAid's Ecuador Director, has significant programmatic independence and will coordinate with the Latin America Director on fundraising, budgeting, and regional strategic initiatives.

Key responsibilities of the Latin America Director, Marine Program, include:

- **Strategic Leadership and Program Oversight:** Lead the strategic planning, implementation, and management of key marine conservation projects across Latin America. Ensure projects align with WildAid's global strategy and objectives.
- **Team Management and Development:** Oversee, recruit, and build capacities of in-country teams and project managers, ensuring adherence to WildAid's standards and policies.
- **Stakeholder Engagement:** Develop and maintain relationships with local and international partners, government bodies, and other stakeholders.
- **Fundraising:** In coordination with WildAid's Development team, assesses and prepares funding proposals and reports.
- **Financial Oversight:** Manage the regional program budget, ensure financial compliance and reporting accuracy, and oversee funding allocations and expenditures. Contribute to budget planning with the Marine Program Director.
- **Monitoring, Evaluation, and Reporting:** Ensure the effective monitoring of project outcomes, the achievement of impact indicators and deliverables, and the preparation of detailed reports for stakeholders and donors.
- **Public Representation:** Represent WildAid in international fora, conferences, and public engagements.
- **Contracts:** Negotiates and oversees contracts with vendors as appropriate.

### **Key Competencies & Ideal Profile**

We are in search of an experienced leader with a demonstrable passion for marine conservation, who excels at managing complex, strategic-level programs and adeptly coordinates remote and diverse teams of employees and contractors. The ideal candidate will flourish in a role that requires a high degree of independence and minimal supervision, possessing a keen ability to articulate ideas confidently and absorb diverse perspectives with respect. A proactive and adaptable approach is essential. This role requires a collaborative spirit to engage effectively with a wide range of stakeholders, including governmental authorities, civil society organizations, researchers, and community users such as fishers. The successful candidate will possess strong leadership skills and the ability to work collaboratively across reporting lines and business units to deliver outcomes.

### **Required Qualifications**

- **Experience:** Minimum 10 years of professional experience in marine conservation, international development, environmental policy, natural resources law enforcement, or a related field, with significant leadership responsibilities.
- **Education:** BA/BS or equivalent experience in Marine Biology, Environmental Science, Conservation, International studies, Political Science, or a related field.
- **Skills:** Strong leadership and people management skills, excellent communication and interpersonal abilities, adept at fundraising and financial management. Proven track record in managing large-scale conservation programs across multiple countries with internationally based teams.
- **Language:** Professional-level fluency in both Spanish and English is required.
- **Other Requirements:** Familiarity with natural resources law enforcement, marine protected areas (MPAs) management, and regional environmental policy is appreciated.
- **Travel:** Willingness and ability to travel internationally (approximately 30% of the time).

### **Compensation**

For US-based applicants: This is a full-time, exempt position. The salary range is \$95,000-\$120,000 USD annually, commensurate with skill, experience, and internal equity. Competitive benefits package includes: Employer-sponsored medical coverage and life/AD&D insurance; 401(k) eligibility with employer Safe Harbor contribution up to a 4% elected deferral; paid holidays; paid sick leave; and accrued paid time off.

For non-US-based applicants: The above stated salary range and benefits apply only to candidates based in the U.S. For applicants based outside of the U.S., pay ranges will be based on the local labor market and may differ from the above salary range. Benefits will also vary depending on location.

### **Location**

Remote; United States or Ecuador strongly preferred. May be open to other countries in Latin America where WildAid operates on a case-by-case basis.

Work shall be performed primarily during regular business hours, with the need to participate in meetings with international partners at various times outside normal business hours.

### **How To Apply**

To apply, please send your resume/CV, and a brief cover letter to [jobs@wildaid.org](mailto:jobs@wildaid.org). Applications will be considered on a rolling basis until the role is filled.

The successful applicant must meet the requirements of WildAid's background screening process.

**Equal Opportunity Employer**

WildAid is committed to being inclusive and is proud to be an equal opportunity employer. We will consider all applications and applicants.