

Job Description

Senior Marine Program Director

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 an experienced Senior Marine Program Director to oversee our global marine conservation initiatives and international team. Reporting to the President and Chief Program Officer, this role will lead a global team, including oversight of two regional directors, to deliver impactful results, secure resources, develop strategy, and advance WildAid's mission of marine protection and conservation.

The Senior Marine Program Director will spearhead fundraising, strategy, management and budgeting for WildAid's Marine Program. This position will be instrumental in cultivating and strengthening global partnerships to secure funding and enhance the program's impact. Additionally, this role involves representing WildAid with external organizations and building strategic alliances with diverse partners.

Key responsibilities of the Marine Program Director include:

- **Strategic Leadership and Program Oversight:** Provide visionary leadership and strategic direction for WildAid's Marine Program, ensuring alignment with organizational goals and driving the overall strategy, implementation, and management of global marine conservation initiatives.
- **Executive Team Management and Development:** Inspire, manage, and mentor a senior-level program team, fostering a culture of excellence and ensuring

adherence to WildAid's standards and policies. Develop leadership capabilities within the team to build a robust pipeline of future leaders.

- **High-Level Fundraising and Partnership Development:** In coordination with WildAid's Development team, lead the strategic identification and cultivation of major funding opportunities. Represent the Marine Program with high-level funders and partners, and secure significant funding to support program growth and sustainability.
- **Global Stakeholder Engagement:** Develop and maintain strategic relationships with key international partners, government bodies, and other stakeholders. Collaborate with global networks to enhance program impact.
- **Comprehensive Financial Oversight:** Oversee the global program budget, ensuring financial compliance and reporting accuracy. Lead the financial strategy, including annual budget planning and the approval of significant funding allocations and expenditures.

Strategic Public Representation: Serve as the high-level representative of WildAid's Marine Program in international fora, conferences, and public engagements. Articulate the program's vision and achievements to a global audience, enhancing WildAid's profile and influence in marine conservation.

Key Competencies & Ideal Profile

We are in search of an experienced leader with a demonstrable passion for marine conservation, who excels at leading 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 15 years of professional experience with significant leadership responsibilities in marine conservation, international development, environmental policy, natural resources law enforcement, or a related field.
 - Experience in managing multi-million dollar budgets.

- Significant and demonstrated experience in forging and cultivating strategic partnerships and securing multi-million dollar funding.
- **Education:** MA/MS or equivalent experience in Conservation Finance, Environmental Management, Nonprofit Management, International Studies, Political Science, Marine Biology, Environmental Science, Conservation, 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, multicultural teams.
- **Language:** English required, proficiency in Spanish, French, or other languages a plus.
- **Other Requirements:** Familiarity with natural resources law enforcement, marine protected areas (MPAs) management, marine technology for Maritime Domain Awareness, and environmental policy is preferred.
- **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 \$115,000-130,000 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. Staff member must be located, and authorized to work in, the United States (preferred) or Ecuador

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. 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.