



The *Federation of Associations for Hunting and Conservation of the EU*

is looking for a

Director of Conservation

THE POST

This is a full-time senior executive position in FACE established to develop and implement the Federation's programmes and associated policies for biodiversity conservation, habitat protection and wildlife species management.

The Director of Conservation reports to the FACE Secretary General. The post holder is responsible for developing and implementing a coherent strategy across the whole of Europe in line with the policies of the European Union, the Council of Europe and other international conventions such as AEWA and CMS. The post holder will also report to the FACE *Board* and *General Assembly* as required and represent FACE at conferences and technical meetings.

The work involved with this post deals with the existing European and international policy frameworks that affect hunting as well as with legislative processes. This position also requires significant coordination and liaison with EU Institutions, agencies and NGOs, which include IUCN, CIC, BirdLife International and other conservation organisations.

The post holder is responsible for the management and oversight of the Conservation Team, allocating tasks, delegating and ensuring timely delivery of assignments and projects.

JOB DESCRIPTION

Working under the authority of the FACE Secretary General and consulting on a day-to-day basis as required with other senior management colleagues, the Director of Conservation's responsibilities involve a substantial amount of office-based team management and policy analysis, but are mainly front line and public facing and are principally concerned with the following:

1. Developing and implementing the work programme by providing leadership, motivation, line management and personal development for the Conservation team.
2. With the Secretary General, Members' representatives and relevant *Technical Groups*, agree and implement FACE's policy framework in areas relating to biodiversity conservation, sustainable use, wildlife management and sustainable hunting as well as ensuring the delivery of policy objectives.
3. Provide a senior point of contact with the relevant European institutions, expert groups and voluntary conservation bodies, ensuring that FACE is aware of, and responds to, policy change and developments within them.
4. Ensure a coherent strategy for wildlife conservation and habitat management across the whole of Europe, which is in line with the strategies and policies of the European Union and the Council of Europe, and other relevant international conventions.
5. Ensure the delivery of high quality defined membership support and represent the best interests of the Members.

6. Preparing and executing projects and grants applications.
7. Occasionally participating in other FACE activities as required.

QUALIFICATIONS/KEY COMPETENCIES

Education:

- Educated to Master's degree level in biology, ecology, environmental science, veterinary, agriculture, forestry or professional equivalent.

Skills:

- Proven management, leadership and networking skills
- Excellent organisational skills with the ability to prioritise workloads
- Ability to manage a diverse and often complex programme to meet targets within time and budget
- Excellent analytical skills and ability to prepare concise summaries and articles (technical and policy levels)
- Ability to delegate and motivate
- Ability to influence others and move toward a common vision or goal
- Ability to clearly articulate messages to a variety of audiences at the highest levels
- Demonstrated ability to thrive in cross-cultural work environments
- Conflict resolution and political analysis

Knowledge and Experience:

- A minimum of 10 years relevant work experience.
- Demonstrable record of success at a senior level within the conservation sector, especially the development and implementation of policy
- Knowledge of European and international conservation policies (such as the Birds and Habitats Directive) and related legislation
- Experience of project management
- Fully IT literate
- Experience of multi-disciplinary teams and of organisational change

The following experience and knowledge would be an additional advantage:

- Experience of working in the voluntary sector and with NGOs
- Experience of fundraising in this or related sectors
- A sound understanding of the pressures on biodiversity
- A close connection with hunting and the countryside

Languages:

The ideal candidate must be fluent in English and in one of the other official FACE languages (French or German). Knowledge of either Spanish or Italian, or a Slavic language will be considered a plus.