




**BirdLife**  
INTERNATIONAL



 Vinaceous-breasted Amazon

Appointment of

# Executive Vice President for Conservation and the Regions

July 2024



AMERICAS ASIA PACIFIC EMEA

# Contents

- 03 Introduction
- 04 About BirdLife International
- 09 Structure Chart
- 11 Job Description
- 13 Person Specification
- 15 How to Apply



# Introduction

## Introductory letter by Martin Harper, Chief Executive Officer of BirdLife International

Are you passionate about having global conservation impact? BirdLife International is the world's largest civil society partnership of 123 organisations working in 119 countries united in their desire to inspire a world richer in nature by working both locally and together globally.

The Partners are supported by a Secretariat of 250 people with 58 nationalities working across six regions - Africa, Americas, Asia, Europe and Central Asia, the Middle East and the Pacific - through six conservation programmes – agriculture, climate change, flyways, forests, marine, and preventing extinctions.

We have created a new role to ensure we enhance our focus, effectiveness and impact through our global programmes working with and through our Partners in all six regions and are looking for an exceptional individual to help us achieve our conservation ambitions.

If you are excited by what we are trying to achieve, have a track record of building high impact conservation programmes, believe in a partnership approach, can bring the best out of a global team and believe we can end the nature and climate crisis, then I hope you will join us as the new Executive Vice President for Conservation and the Regions at BirdLife International. We need you, and I promise it will be a remarkably fulfilling experience working with the incredible BirdLife community.

# About BirdLife International

BirdLife International is in the second year of its ambitious ten year strategy, adopted at its centenary in 2022, designed to make the biggest possible contribution to the global endeavour of tackling the nature and climate emergency.

BirdLife is different from other international NGOs. Its 123 partner organisations in 119 countries are independent yet trusted by the local communities with whom they have been working sometimes for decades and they provide legitimate voices to influence their local governments.

Using birds as the barometers for the rest of nature, BirdLife believes that lasting change is best achieved through these strong, independent civil society organisations acting both nationally and together globally.

As Dr. Thomas Lovejoy, the “godfather” of biodiversity said, “If you take care of the birds, you take care of most of the environmental problems in the world”.



Great White Pelican

# About BirdLife International

## How We Work

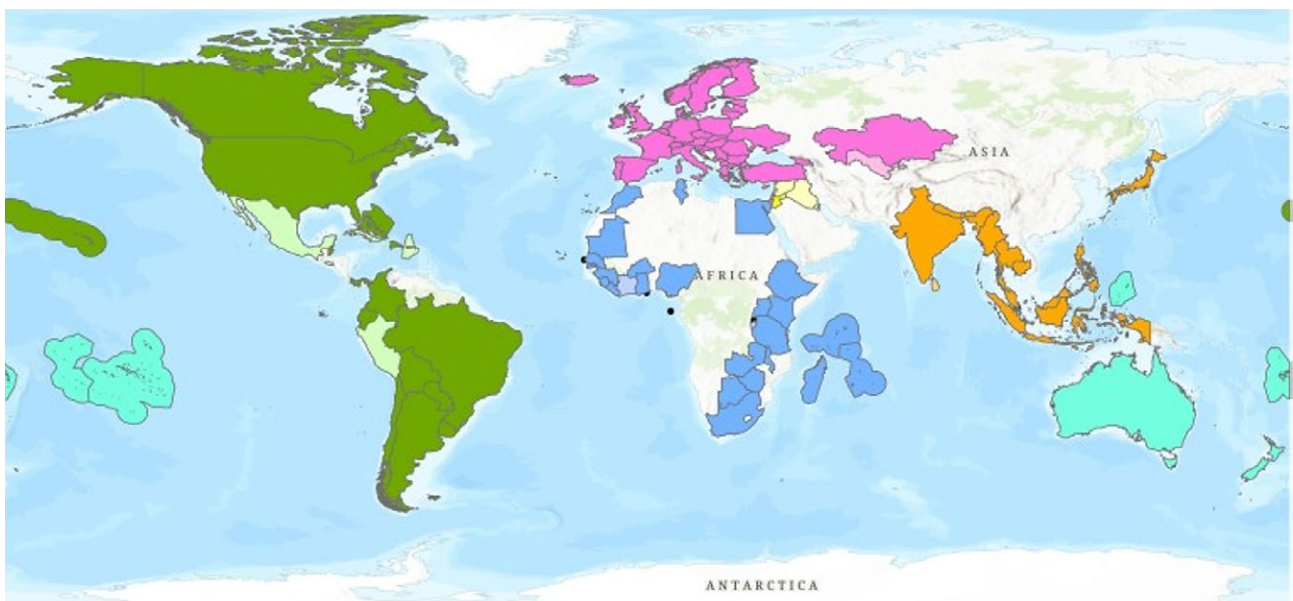
The Partnership is supported by a Secretariat made up of c250 people from 58 nationalities working in 11 offices around the world. This Secretariat's core purpose is to curate and mobilise the best available evidence about bird conservation to support and grow the capacity/capability of Partners so that together they inspire a world richer in nature. In short, it provides the glue, the roadmap and occasionally the rocket fuel to drive conservation around the world.

Reporting to the Chief Executive Officer and as a key member of the Global Leadership Team, the Executive Vice President for Conservation and the Regions will provide strategic leadership and vision to BirdLife International's global conservation efforts.

This pivotal role will oversee the implementation of BirdLife's conservation strategy, aligning global aspirations with regional delivery through a network of dedicated Partners. You will lead and manage the BirdLife Secretariat's six regional Directors and the team responsible for coordinating the six global conservation programmes: agriculture, climate change, flyways, forests, marine and preventing extinctions.

BirdLife's regional presence provides the glue that integrates our Partners into the unique and formidable force we are, sharing wisdom, experience and best practices from Fiji to France, Indonesia to Italy, Ecuador to Egypt. We bring together over 13 million individual members and supporters. This unique local-to-global and back to local approach delivers high impact, scaled up and long-term conservation that benefits birds, all nature and people.

## BirdLife International Partnership



- |                   |                         |
|-------------------|-------------------------|
| Partner Affiliate | ▲ Secretarial Locations |
| ■ Africa          | ■ Europe & Central Asia |
| ■ Americas        | ■ Middle East           |
| ■ Asia            | ■ Pacific               |

**123 partners or affiliates 119 countries/territories organised in six regions**

# About BirdLife International

## Strategy

We need to be bold, and we are. We need to be ambitious, and we are. We need to implement changes now, and we are doing so.

The natural world is in crisis. With the climate crisis accelerating at an unprecedented rate, and ecosystems worldwide on the verge of collapse, we are fast running out of time to save the natural world.

For millennia, birds have been winging their way across the globe and through our imaginations. They play a huge role in preserving our precious ecosystems and as such, all life on this planet. Birds control pests, clean up waste and spread seeds. Around 5% of the plants humans use for food or medicine are pollinated by birds.

And in addition to this critical environmental and economic importance, they also have enormous value culturally, artistically, and philosophically. The wings of birds and natural flight are and have always been one of humankind's most powerful inspirations.

Yet, despite their importance, birds are declining at a shocking rate. One in eight bird's species is now threatened with extinction.

BirdLife's newly launched flagship State of the World's Birds report paints the most concerning picture for the natural world yet, with nearly half of the world's bird species now in decline.

Promisingly, despite the desperate state of the natural world, birds also provide a cause for optimism, showing that with effective conservation efforts, species can be saved, and nature can recover. Since 2013, 726 globally threatened bird species have directly benefited from work by the BirdLife Partnership.



With bold and scaled up action, we can save species and habitats, while also helping the people who live alongside them.

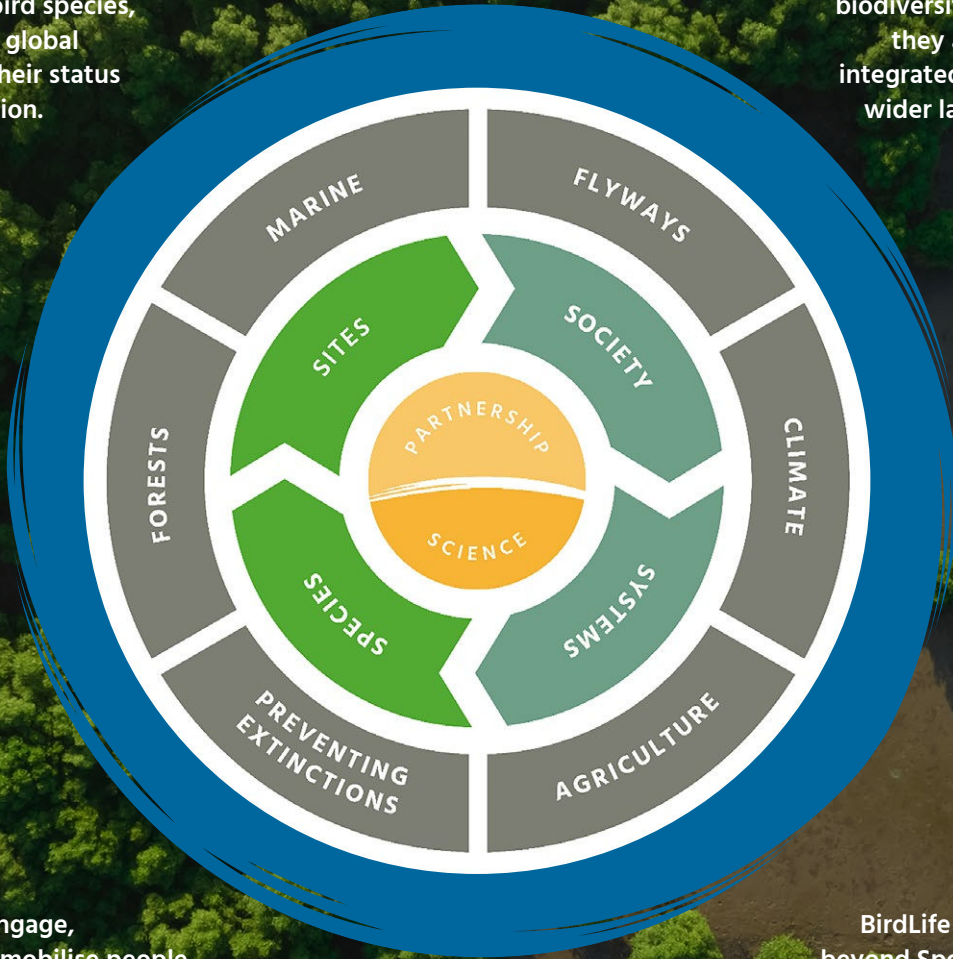
- **Species:** We are committed to championing the long-term future for all bird species, and we are the global authority on their status and conservation through our leadership and management of the IUCN Red List for birds.
- **Sites:** To protect birds, we need to protect the places they live and travel through. We identify, document, and conserve over 13,000 Important Bird & Biodiversity Areas (IBAs), which form the core of a wider network of Key Biodiversity Areas (KBAs).
- **Systems:** On our planet, there is a specific set of human-caused systems which are driving the rapid destruction of our natural world. At BirdLife, we are determined to change these systems for the better, to make them work for people and nature.
- **Society:** As a Partnership, we act to engage, educate and mobilise the general public to support and be champions of nature. We push for a just and equitable society where we acknowledge that nature is fundamental to our well-being.

# Partnership

BirdLife will be a strong global network of sustainable, independent, national civil society conservation organisations that collaborate to achieve a nature-positive and carbon-neutral future.

We are about birds, they are the best ambassadors for nature. So we need to keep them safe. BirdLife will champion a long-term future for all bird species, and act as the global authority on their status and conservation.

We protect bird species by protecting where they live. BirdLife will identify, conserve and champion key sites for birds and biodiversity, and ensure they are effectively integrated into flyways, wider landscapes and seascapes.



BirdLife will engage, influence and mobilise people to support conservation and contribute to a just, equitable rights-based society where nature is fundamental to our well-being.

# Science

BirdLife science continues as a prime source of evidence to influence and drive global conservation action.

BirdLife will also work beyond Species and Sites to address the systemic drivers of the biodiversity and climate crises, and promote a nature-positive and carbon-neutral world.



# About BirdLife International

## Our Focus Areas

Our work is strategically implemented through our six global conservation programmes: agriculture, climate change, flyways, forests, marine and preventing extinctions – linking birds and habitats, nature and people.

### Agriculture

Our agriculture programme has an active European Union policy agenda focusing on land use and redirecting harmful subsidies to more sustainable practices, with ambitious landscape scale conservation in projects such as our Southern Cone grasslands alliance.

### Climate Change

The planet is facing a climate and nature emergency, and action is needed urgently to address these existential issues in an integrated way.

BirdLife has a vital role in policy, to mobilise governments and society, delivery of nature based solutions at sites of high conservation value, and in renewable energy to support and facilitate the rapid transition to renewable energy through the effective application of safeguards for nature.

### Flyways

The BirdLife Global Flyways Programme aims to ensure the integrity of each of the major migration flyways by reducing direct threats to migratory birds and strengthening the network of sites and habitats on which they depend.

### Forests

This programme exists to improve protection, advance restoration, and address the threats driving deforestation and promote sustainable use, across a set of key forest landscapes around the world.



### Marine

BirdLife International's Marine Programme coordinates global efforts to improve the conservation status of seabirds – the most threatened group of birds on the planet.

### Preventing Extinctions

This programme exists to understand the status of all bird species and through targeted species-recovery actions prevent, halt or reverse their slide to extinction.

We also take a critical look at the ways in which we consume our natural resources and the choices we make in areas such as finance, government policy, land management and our use of marine life.

In this way we can effectively tackle the underlying causes of the destruction of our planet, change our behaviour and our choices to ensure our children's and grandchildren's future.

We are looking for people who are passionate about nature. Join our committed and diverse team and you will have the opportunity to play a part in creating a world where nature and people live in greater harmony, more equitably and sustainably. If you want to make a difference and join the world's largest nature conservation Partnership, then we would love to hear from you.



# Structure Chart



# About BirdLife International

## Our Values

As the BirdLife International Secretariat, we are committed to leading, coordinating and supporting the Partnership around the world according to the following values.

### Act for nature

Birds are special. They give us a unique insight into the challenges nature faces and their beauty helps us connect people to nature. While birds are our entry point, and often our focus, our work encompasses all nature, and we take a whole systems approach.

### Action through insight

We are the leading experts in bird science and conservation. We apply insights gained from the evidence to make informed decisions that drive practical and tangible solutions in conservation and policy.

### The power of many

We support the largest Partnership for nature and believe that we are stronger together. Our network of independent grassroots organisations enables us to act locally while having impact globally. We build alliances with other like-minded organisations and individuals, engaging with civil society and through the Partnership with local communities to develop, drive and share conservation innovations.


### Champions of change

The planet is in crisis, and we must take urgent action. We are leaders of change, and we welcome challenges, learn from experience and are ready to try new approaches. We stand up for nature and with the Partnership we bring about change by holding governments and other decision makers to account.

### Diverse by nature

We celebrate the diversity of nature and each other. We are committed to creating a culture of mutual respect, where every voice is heard and individual differences, cultures, communities are valued. We believe that everyone can make a difference, and through our Partnership, we seek to provide a voice for those who would otherwise not be heard.



 Sandhill Crane



# Job Description

## The Opportunity

This ambitious role is one of significant breadth and influence, combining effective operational coordination, strategic vision and leadership at an exciting and key moment for the organisation as it seeks to forge and implement solutions to the most pressing environmental challenges.

Reporting to the Chief Executive Officer and as a key member of the Executive Team, the Executive Vice President for Conservation and the Regions will provide strategic leadership and vision to BirdLife International's global conservation efforts. This pivotal role will oversee the implementation of BirdLife's conservation strategy, aligning global aspirations with regional delivery through a network of dedicated Partners. You will lead and manage the BirdLife Secretariat's six regional Directors and the Global Conservation Programmes team, fostering collaboration across these diverse regions to achieve impactful conservation outcomes.

## Key Responsibilities

### Conservation Strategy:

- **Development and Implementation:** Collaborate closely with the Chief Scientist and Global Policy Director to develop and implement the conservation ambitions outlined in the Global and Regional Implementation Plans, ensuring alignment with the BirdLife Partnership's 2023-2032 strategy.
- **Integration:** Ensure full integration of global and regional conservation plans to achieve a cohesive and unified approach to BirdLife's conservation efforts.

### Global Secretariat:

- **Leadership and Evolution:** Support the Chief Executive Officer in providing leadership and direction to the BirdLife Secretariat, contributing to its continuous evolution and effectiveness.
- **Representation:** Serve as an exceptional ambassador for BirdLife, effectively representing the organisation to donors, decision-makers, and other key stakeholders.

# Job Description

## Fundraising:

- **Resource Acquisition:** In collaboration with the Chief Development Officer, secure the necessary resources to meet the goals of BirdLife’s global and regional conservation programmes, ensuring financial sustainability and growth.

## Team Management:

- **Leadership and Development:** Lead, develop, and motivate the Regional Directors and Global Conservation programmes, fostering a high-performing team culture.
- **Collaboration:** Work closely with the Chief Operating Officer to ensure the success and thriving of the Secretariat across six regions.
- **Cultural Integration:** Fully embrace and promote BirdLife’s culture and values, acting as a positive role model and creating an environment of mutual respect and excellence.

- **Fostering Collaboration:** Bring together regional teams to create synergy, facilitate knowledge transfer, and align behind a clear strategic vision for the Partnership and the global implementation of the BirdLife Strategy.
- **Issue Support:** Support regional divisions in addressing conservation issues as they arise, ensuring alignment with regional programme priorities.
- **Capacity Development:** Develop mechanisms and initiatives to facilitate and promote the development of conservation capacity and the sharing of experiences and resources across the Secretariat.

## Key Relationships

- **Reporting to the Executive Vice President of Conservation and the Regions:** Regional Directors: Africa, Asia, Americas, ECA, Middle East, Pacific and Global Conservation Programmes.
- **Principal staff relationships within BirdLife Network:** Global Council, BirdLife Advisory Group and Regional Committees, Partner Directors and other senior staff across the Partnership.



Red Bird-of-paradise



# Person Specification

The Executive Vice President of Conservation and the Regions will be selected against a robust set of competencies. Your credibility in conservation, dedication to the natural world and leadership style will inspire and empower others to realise the potential and ambition of this unique global Partnership. With energy and clarity, you will lead BirdLife International in delivering its conservation programme with and through Partners to maximise its contribution to the global challenge of ending the nature and climate emergency.

Candidates will be required to demonstrate experience and achievement against the majority of the following areas:

## Skills, Experience, and Knowledge

- **Strategic Leadership:** Proven track record of operating in a strategic leadership role within a global organisation, demonstrating the ability to drive impactful conservation initiatives.
- **Global Conservation Expertise:** Deep understanding of global conservation issues, priorities, mechanisms, and operational arrangements.
- **Fundraising:** Significant experience in fundraising, with a demonstrated capacity to manage and maintain high-level donor relations and secure substantial funding.
- **Team Leadership:** Demonstrated leadership in managing a diverse, multi-located team, delivering strong strategic impact, and fostering a collaborative working environment.

# Person Specification



- **Problem Solving:** Ability to analyse and assess complex, multi-dimensional challenges and develop innovative solutions at a strategic level, effectively resolving problems with practical solutions.
- **Organisational Skills:** Strong organisational skills with the ability to manage time, balance competing priorities, and maintain progress on multiple tasks and work areas, while guiding others to do the same.
- **Communication Skills:** Excellent verbal and written communication skills, capable of effectively representing BirdLife at high-level decision-making meetings with donors, private sector leaders, and government agencies.
- **Influence and Networking:** Experience and aptitude for building lasting relationships and collaborations.

## Key Attributes, Values, and Personal Qualities

- **Commitment to Mission:** A demonstrable commitment to BirdLife's mission and values, embodying the organisation's principles in all aspects of your work.
- **Passion for Conservation:** A deep passion and energy for conservation, with the ability to be a credible and impactful representative during this critical time for action and change.
- **Adaptability:** Willingness and ability to travel for up to 2-3 weeks at a time, as required, while effectively working across global time zones.
- **Language Skills:** Fluency in English is essential; proficiency in other major languages would be an asset, enhancing your ability to communicate and collaborate internationally.
- **Cultural Sensitivity:** Demonstrated cultural sensitivity and the ability to navigate and respect diverse perspectives, fostering an inclusive environment.



# How to Apply

We are looking for people who are passionate about nature. Join our committed and diverse team and you will have the opportunity to play a part in creating a world where nature and people live in greater harmony, more equitably and sustainably. If you want to make a difference and join the world's largest nature conservation Partnership, then we would love to hear from you.

BirdLife values a diverse workforce and welcomes applications from all sections of the community. We are committed to building and maintaining an inclusive and supportive culture, a place where we can all be ourselves and succeed on merit. We aim to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity. For our full diversity, equity and inclusion statement please see [here](#).

To apply, please submit a CV and covering letter, detailing how you fulfil the role description and personal specification to <https://candidates.perrettlaver.com/vacancies/> quoting reference 7340. The deadline for applications is **9am BST on Monday 22<sup>nd</sup> July 2024**.

The role can be based at any of BirdLife International's Secretariat offices internationally, and will require significant travel and communication across global time zones. The salary is commensurate with the seniority of the appointment, c. £110,000.


For a conversation in confidence, please contact Research Associate Isabela Betoret at [isabela.betoret@perrettlaver.com](mailto:isabela.betoret@perrettlaver.com).

Should you require access to these documents in alternative formats, if you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via [accessibility@perrettlaver.com](mailto:accessibility@perrettlaver.com).

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 Common Kingfisher

