

BIRDLIFE INTERNATIONAL - JOB SPECIFICATION/DESCRIPTION

JOB TITLE:	Senior Policy Manager, Marine
DIVISION/DEPARTMENT:	Policy Division

1. OVERALL PURPOSE OF JOB

<p>To lead global marine policy and advocacy to contribute to the delivery of the strategic objectives of the BirdLife Marine Programme.</p> <p>To spearhead engagement with regional and global marine policy mechanisms to influence decisions that improve the conservation status of seabirds and the health of marine ecosystems.</p> <p>To promote the protection of seabirds, addressing of main threats, recognition of marine flyways as well as the designation and effective management of area-based management measures, including Marine Protected Areas (MPAs), both within Exclusive Economic Zones and on the High Seas.</p> <p>To develop and advocate marine policy positions that articulate the BirdLife strategic priorities in close coordination with the BirdLife International Marine Programme, the BirdLife Science Division and in consultation with BirdLife Partners.</p>
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2. STAFF RELATIONSHIPS

REPORTING TO (LINE MANAGER):
Global Director of Policy
REPORTING TO JOB HOLDER (LINE MANAGED STAFF):
Marine Policy Assistant (to be recruited once funding allows)
PRINCIPAL STAFF RELATIONSHIPS/RESPONSIBILITIES WITHIN SECRETARIAT
Global Policy Team, Marine Programme Coordinator, Conservation Director, Senior Marine Science Coordinator, Marine Science Officer, Biodiversity Data Management team, Finance, Communications and key staff in Regional Offices.
PRINCIPAL STAFF RELATIONSHIPS/RESPONSIBILITIES WITHIN BIRDLIFE NETWORK
Marine Programme staff and Regional Coordinators, and BirdLife Partners.

3. KEY WORKING RELATIONSHIPS

Contact	Level (1-3)	Contact	Level (1-3)	Contact	Level (1-3)
BirdLife Network Organisation Staff	3	General Public	1	Institutional policy makers /Politicians/ Corporations	3
BirdLife Advisory Groups, Committees, Reg. Councils	2	Press & Media	2	Institutional Funders	2
BirdLife Global Council	1	Regulators/Legislators / Auditors	1	Individual donors/ members	1
Suppliers/Service Providers	1	Scientific Community	2	Royalty/VIPs/ High worth Individuals	1
<p>Level of Contact 1.= General Informing. "Appearance, first impressions". May have some independent outside exposure and contact, primarily informative. 2.= Presenting/Representing/Reporting "Relationship management". Frequent exposure representing BirdLife. Maintaining individual contacts. Frequently managing information flow. 3.= Justifying/Negotiating - "Influencing decision makers". Frequent exposure as lead contact, representing Birdlife to highly influential people. Responsible for complex and sensitive/high risk communications.</p>					

4. MAIN DUTIES/WORK PROGRAMME RESPONSIBILITIES

By main work area:

Influence global and regional policy dialogue

1. Deliver on the implementation of relevant aspects of the Global Policy Plan as part of the Policy Division, inter alia by informing and influencing global and regional marine policy dialogue by developing policy positions and effectively advocating and communicating evidenced-based information on:
 - a. The conservation status of key seabird species and groups of conservation concern
 - b. Priority marine sites including Important Bird and Biodiversity Areas (IBAs), Key Biodiversity Areas (KBAs) and Ecologically and Biologically Significant Areas (EBSAs)
 - c. The scale and impact of threats to seabirds from anthropomorphic activities and
 - d. Appropriate and effective management responses and practices.
2. Lead BirdLife International's engagement with the High Seas Treaty (BBNJ) including coordination of the Partnership and facilitation of the dedicated BirdLife International MEA coordination group on marine policy advocacy with the aim to advance ambitious global and regional marine policies on seabird conservation, addressing main threats, site protection and recognition of seabird flyways across relevant multilateral environmental agreements (MEAs) and processes (e.g. CMS, OSPAR, Barcelona Convention, Nairobi Convention, ACAP, AEWA, CAFF, FAO etc.)..
3. Ensure marine priorities are embedded in broader policy asks to advance implementation of Global Biodiversity Framework including through the SDGs.
4. Work with the Marine Programme to develop marine policy positions on topical thematic priorities as they arise.
5. Collaborate closely with RSPB-led work on tuna RFMOs to ensure BirdLife's engagement on area-based conservation measures and associated fisheries management policy in areas beyond national jurisdiction (ABNJ) are tightly aligned.

Support Partners in marine policy advocacy

6. Support and facilitate national advocacy initiatives of BirdLife Partners through provision of distilled synthesis from relevant regional and global policy mechanisms
7. Seek recognition and inclusion of marine KBAs within national policies and plans working closely with the Senior Policy Manager, Sites, IBA/KBA Coordinator and national Partners (to contribute to 30 x30).
8. Support BirdLife Partners develop capacity in marine policy advocacy

Represent BirdLife in international fora

9. Represent BirdLife at conferences and in meetings with governments, international institutions, civil society organizations and others, that relate to marine policy advances.
10. Represent BirdLife in the Global Ocean Biodiversity Initiative (GOBI) and High Seas Alliance, and similar initiatives.

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<p>Develop collaboration</p> <p>11. Maintain and build collaborations with marine conservation organisations in relation to marine policy, to strengthen advocacy including via joint policy positions.</p> <p>12. Lead and/or assist with the development of funding proposals.</p>

5. LIMITS OF AUTHORITY/RESPONSIBILITY FOR RESOURCES

RESPONSIBILITY AREA	LEVEL OF AUTHORITY
Financial/Budgetary	Responsible for financial management of multiple grant funded activities, as delegated by Global Director of Policy.
Contracts – Funders	Responsible for financial management of multiple grant funded activities.
Contracts – Staff/Consultants	Responsible for developing the detail of consultancy contracts as needed.
Contracts – Service providers	Responsible for developing the detail of service contracts as needed.
Legal Responsibility	None
Other	

6. EDUCATION/SKILLS AND OTHER SPECIAL REQUIREMENTS

REQUIREMENTS	KNOWLEDGE/SKILLS/ATTRIBUTES
Minimum General Education	Educated to Degree level in a relevant subject
Job Specific Education/Qualification	Masters or PhD in biology, environmental law, public policy, economics, fisheries management or related discipline, or equivalent professional experience
Job Specific Knowledge	Strong understanding of international environmental policy processes. An understanding of international law related to the marine environment.
Experience	Demonstrated experience in international policy processes related to nature conservation, fisheries and/or the marine environment. Experience with policy advocacy, lobbying and negotiation. Experience in taking a lead role in coalitions of civil society organizations
Management & organisational skills	Ability to work to deadlines, work independently to a high standard and learn new skills rapidly.
Communications skills	Excellent written and verbal communication skills. Demonstrated ability to engage effectively in high level policy processes. Diplomatic and good negotiating skills. Experience in writing reports and policy position papers. Demonstrated ability to convey technical and scientific information in a clear and concise manner to a range of audiences. Team player.
Creativity & Initiative	Adaptable. Ability to solve problems and think on your feet. Eye for detail.
Computer Literacy	Microsoft Office
Languages	Good written and spoken English. Knowledge of Spanish and/or French are added values.
Travel requirements	International travel will be required from time to time
OTHER DESIRED/HELPFUL KNOWLEDGE/SKILLS/ATTRIBUTES	
<input type="checkbox"/> Other language (e.g. French, Spanish)	

Prepared by:	Date:
Nina Mikander Global Director of Policy	25 June 2024