

Wetlands International

Head of Partnerships & Philanthropy

Our Vision

A world where wetlands are treasured and nurtured for their beauty, the life they support and the resources they provide.

Our Mission

To inspire and mobilise society to safeguard and restore wetlands for people and nature.

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Background Information

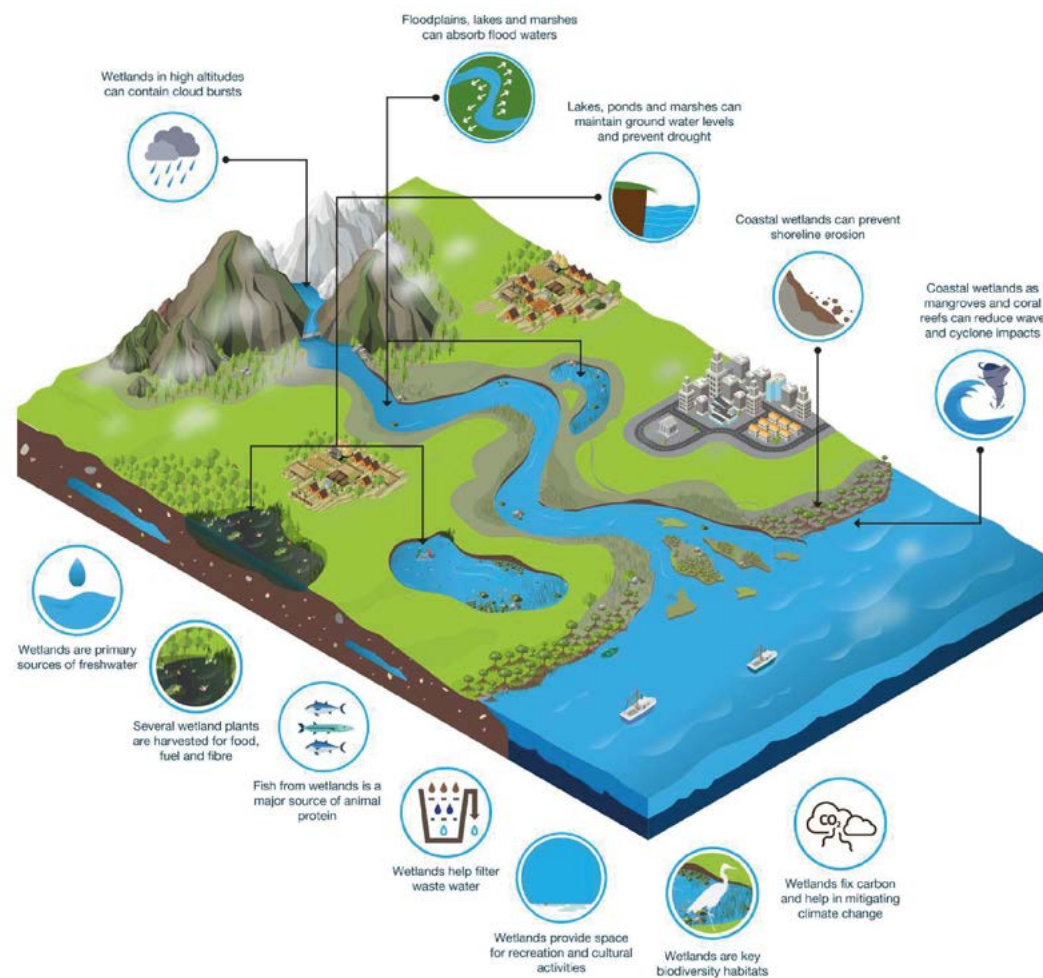
Wetlands occur wherever water meets land – mangroves, peatlands, marshes, rivers, lakes, deltas, floodplains, flooded forests, rice-fields, and even coral reefs. Wetlands exist in every country across the world and every type of region – polar, tropical, wet, dry, high and low altitude.

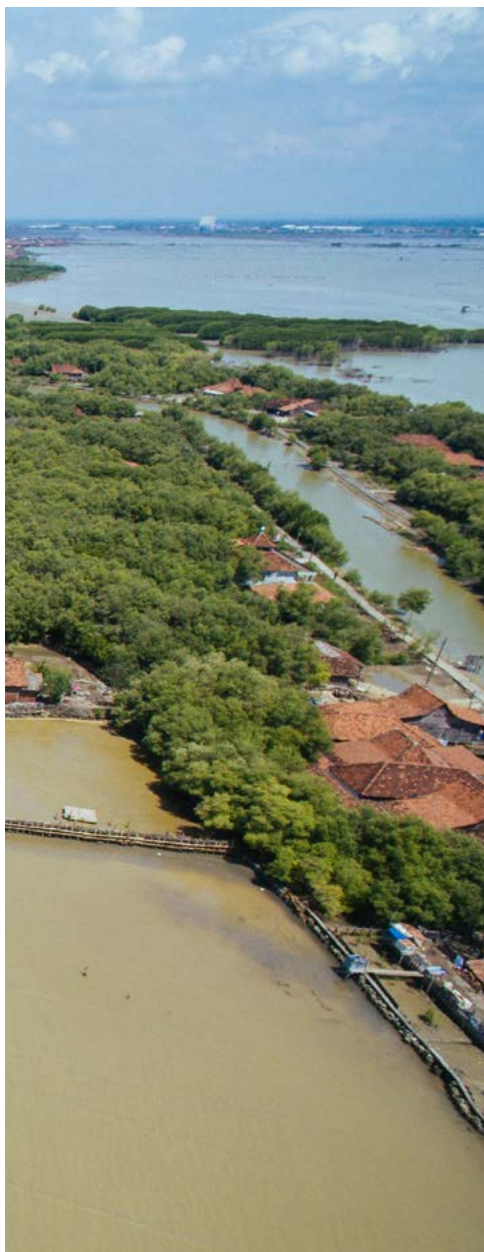
Healthy wetlands are key to restoring nature and healing our climate, yet the world has lost up to 65% of its original wetlands.

Bringing wetlands back into a healthier condition on a large scale will transform lives and livelihoods. With water sources and stores intact, we can recover freshwater supplies and withstand unpredictable rains. Cities will become cooler and wildfires less likely. Crop production and fisheries can recover and diversify as biodiversity and water flows will be restored. Coastal settlements and cities can be safe from the impacts of storms and sea-level rise. Climate change will slow down as carbon is locked up in wetlands. People's spirit will be enriched and refreshed by nature that is flourishing once again.

The values of both coastal and inland wetland ecosystems to society and the economy are the highest of any ecosystem type.

Urgent action is needed to reverse this decline and revive these natural wonders. It's time to bring back our wetlands at the scale and pace needed to address the water, climate and biodiversity crises.





Strategic Intent 2020 – 2030

Over 2020-2030, we aim to safeguard and restore tens of millions of hectares of wetlands, bringing multiple returns for nature and people. Our theory of change encapsulates the three main phases of our work: to inspire, mobilise and upscale. For this period, we are orientating our work to achieve three, interconnected global impacts:

Healthy Wetlands

- Wetland habitats and functions safeguarded and restored: We aim to help conserve a selection of the most intact wetland ecosystems and restore others within a full range of wetland types across the world. We also aim to restore other freshwater systems, peatlands, deltas and coastal ecosystems for their intrinsic, cultural and ecosystem-service values. We will prioritise ecological networks that connect landscapes, such as flyways and swim-ways.
- Wetland species recovered: Building on our long track record for waterbird conservation, we will contribute to the conservation of wetland biodiversity by working on selected flagship species and groups of species linked to specific habitats.

Resilient Wetland Communities

- Water and food secured for wetland communities: We aim to prevent further wetland loss and degradation that undermines the natural productivity and water storage capacities of peatlands, floodplains, mangrove forests, deltas and lakes. We aim to improve and diversify the livelihoods of people dependent on wetlands, and promote best practices in agriculture and aquaculture, integrating wetland values into the local economy.
- Reduced societal conflict and displacement from wetlands: We will in particular strive to resolve situations where deterioration of wetlands – caused by upstream abstraction, climate change or population growth -- contributes to loss of livelihoods, human displacement, conflict and migration. Where necessary, we will use peacebuilding and conflict resolution measures to address imbalanced power relations between stakeholders, building capacity for vulnerable and marginalised people to defend their rights to water and wetland resources.

Reduced Climate Risks

- Wetland carbon stores secured and enhanced: We aim to bring wetlands into activities to adapt to and mitigate climate change, which is otherwise a threat to the integrity of all wetlands. Improving the condition of peatlands, river systems and coastal ecosystems such as mangroves, saltmarshes and

sea-grass beds will also reduce their emissions of greenhouse gases and return many to their role as carbon sinks.

- Wetland Nature-based Solutions integrated into infrastructure developments: We aim to steer urban water infrastructure investment and land use planning towards using wetlands to meet challenges such as water insecurity and flooding that are conventionally addressed by civil engineering – an approach that often causes further loss and deterioration of wetlands.

Our ambition for the period 2020-2030 is to upscale action to safeguard and restore wetlands, collaborating with multiple partners and mobilising a wide range of actors to transform whole landscapes and sectors. We will do this by focusing on particular wetland landscapes, in basins and cities where the values of wetlands for people and nature coincide, and by connecting local and global actions. In this way, we will make a significant contribution to reverse the decline in biodiversity, build resilient wetland communities and enable equitable and sustainable development, while helping people and nature to mitigate and adapt to climate change.

Fundraising and Partnerships at Wetlands International

We have more than 300 people working in our network of offices in Europe, Africa, South, East and North Asia, and Latin America. Our global team guides and supports our network of independent offices, who collaborate to develop and implement one global strategy, and work to achieve shared global targets.

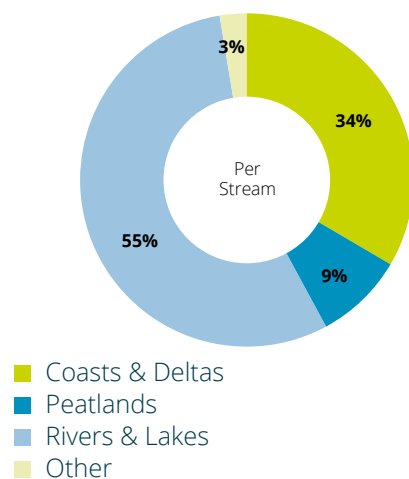
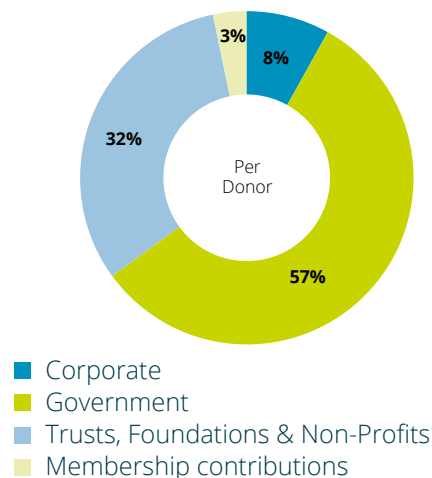
Our programmes are increasingly large-scale and long-term, involving transboundary and international work that involves several offices. The network offices (global and sub-regional, national) work together on resource development and an increasing amount of funding is raised by offices other than the global office.

The main sources of income of Wetlands International for 2020 came from projects as well as important flexible investment funds and annual contributions from our members, as well as unrestricted funding designated to strengthen the impact of our organisation.

The total network project income is based on data obtained from all offices according to their national finance practices. The total network project income of 2020 amounted to €12.7 million. By applying flexible finance, we are able to extend and add value to our programmes as well as to

leverage significant public and private sector investments. In this way, we upscale our impacts.

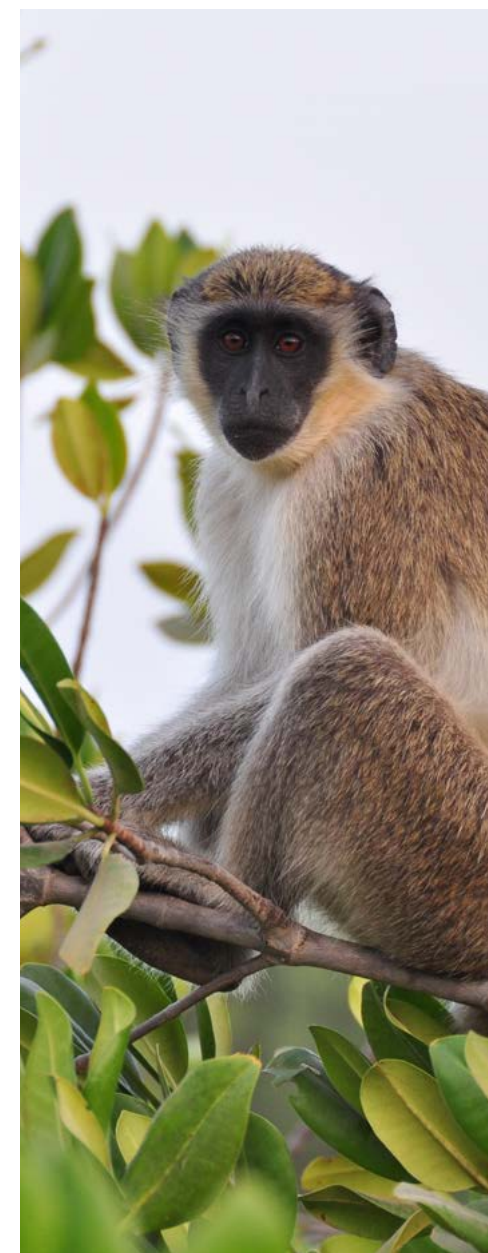
Source of Income Global Network



Wetlands are key in addressing the joint biodiversity and climate crises over the coming years and to ensure we can safeguard and restore these areas in time, we need to continue to increase our connections with new partners and funders globally. We have a clear income and growth targets, and are looking for an ambitious leader to help us achieve these. A professional who can grow our income from major partnerships globally as well as build the internal team in all regions along with the relevant processes, will be well supported by our Global and Network Management Teams and colleagues across the network.

We are committed to making a positive difference to the world we live in and look forward to welcoming a seasoned fundraising practitioner and leader to join the team and help us create a step change in our approach and results.

For further information visit:
<https://www.wetlands.org/> and
<https://www.wetlands.org/publications/annual-review-2020/>



The Role

Job Title

Head of Partnerships & Philanthropy

Location

The global office is based in Ede-Wageningen, the Netherlands.

The post holder may be based at the global office or in any European Wetlands office or be home-based, as long as they are willing and able to travel to Ede-Wageningen easily and as required.

Reports to

Chief Executive Officer

Direct Reports

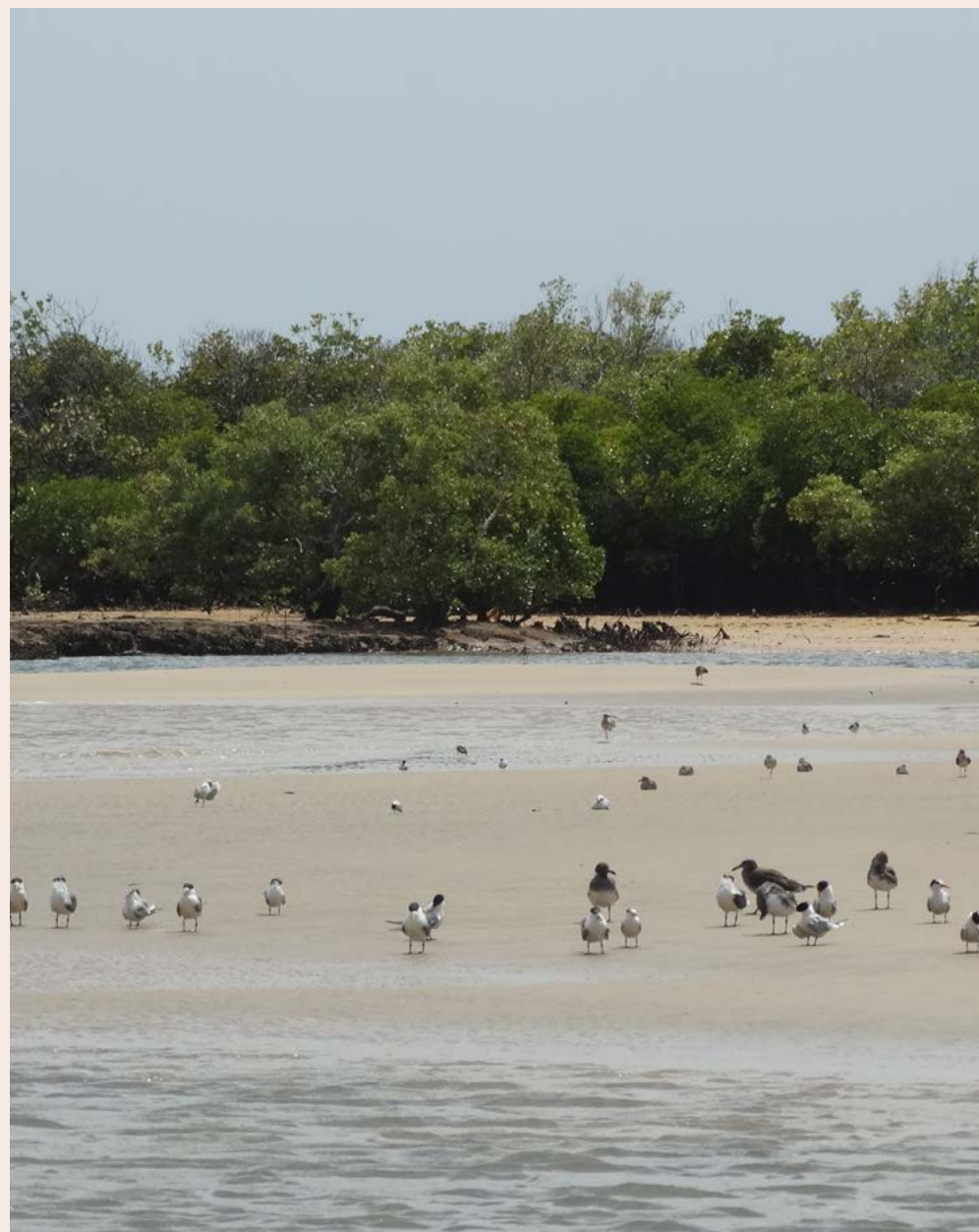
Partnership Manager Europe

Key Relationships

CEO and Management Team; Head of Communications & Advocacy; Programme Leadership Team; Network Management Team; Regional Directors; Supervisory Council; donors and partners.

Purpose

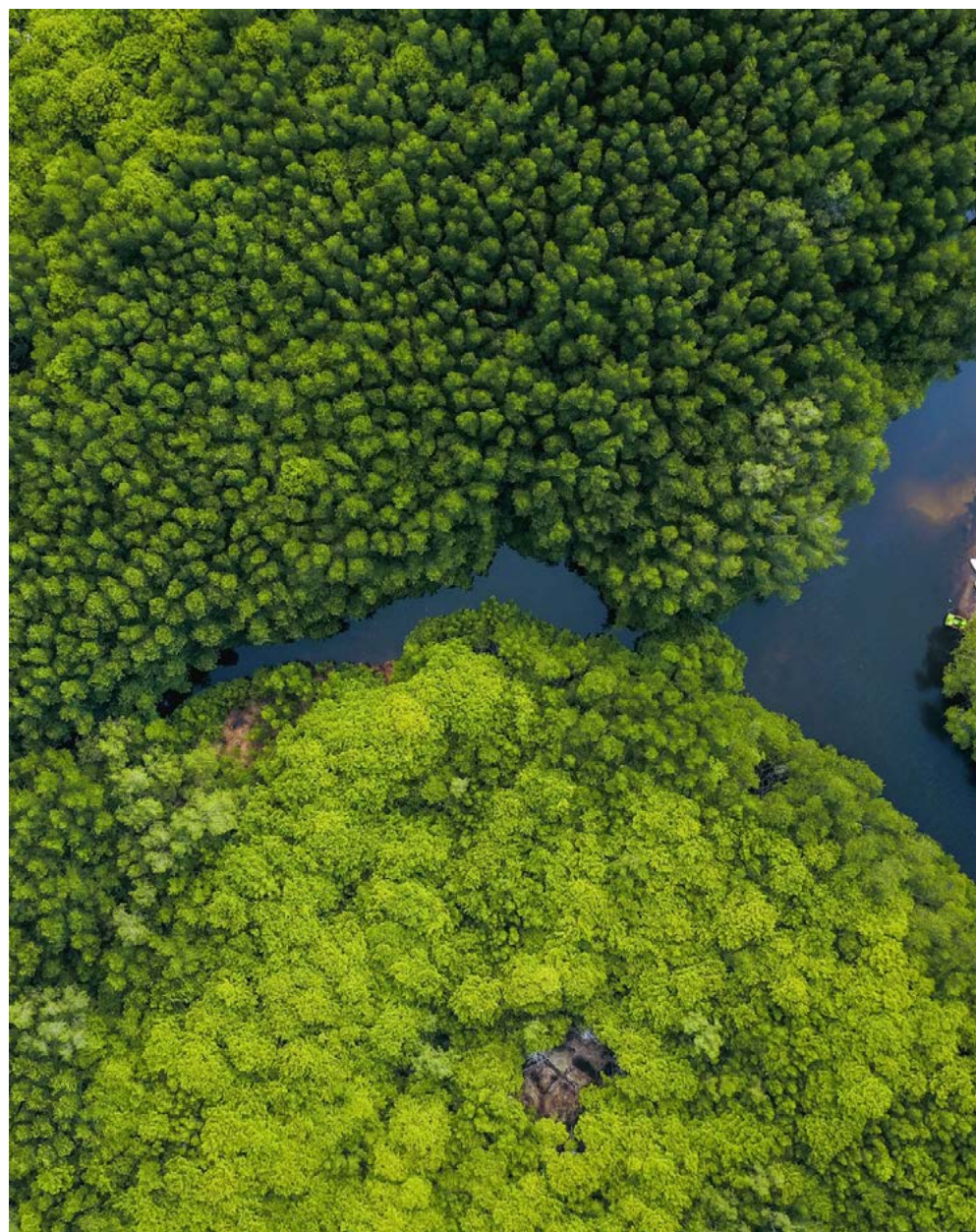
Reporting to the CEO and advising the Global Management Team you will be fully supported to design and implement an international strategy and a robust operation that will deliver the required income growth.



Key Criteria for Success

After 12 months in post, the successful candidate will have:

- Established credibility and become a valued colleague and member of the global office and network.
- Developed a global fundraising strategy that is owned by the network and delivers the required income growth.
- Built a comprehensive income pipeline for the global organisation.
- Reviewed the needs of the network and existing fundraising structure, and began implementing appropriate changes and embedded the systems and processes required to ensure the team is mobilised and equipped to rise to the challenges of the next phase of activity.
- Worked closely with partner organisations and senior volunteers, and established personal credibility with the key influencers in these groups.
- Developed relationships with a portfolio of existing and potential supporters and began deploying the appropriate fundraising plans to develop their engagement or secure new support



Key Responsibilities

Strategy and Leadership

- Develop a global fundraising strategy, linked to our global goals and regional priorities.
- Further develop and foster a fundraising culture across the global network organisation.
- Provide supportive leadership to a newly established team, inspiring a collaborative organisation-wide approach to fundraising.
- Integrate fundraising with all the relevant departments including finance, communications and programmes.
- Advise, monitor and report on fundraising progress to the Global Management Team and Network Management Team.
- Represent the organisation internally and externally for the purposes of increasing the network's profile and income in both fundraising and general environmental advocacy environments.
- Directly or indirectly manage and guide the support of colleagues and senior volunteers to develop prospects and fundraising opportunities.

Fundraising & stewardship

- Grow the annual income of the global organisation from partnerships and philanthropy.
- Identify, cultivate and steward current and new partners.
- Design and monitor fundraising opportunities and ensure that organisation's income generation is efficient across the network, including support for services driven by the global office.

- Engage effectively with organisation's extensive and global web of corporate, trusts & foundations, individual and institutional donors, and support colleagues across the network to further grow this.

Management

- Ensure that the capacity and capability of the Partnerships team is optimal and aligned with the needs of the network.
- Shape, build and motivate a global Partnerships team to deliver results

and proactively develop staff and promote confidence and capability within the network.

- Ensure that the Partnerships team works with colleagues in embedding a cultural of strategic philanthropy throughout the organisation.



Person Specification

Experience and knowledge

Essential

- Significant track record in leading successful fundraising initiatives, ideally in more than one region of the world.
- Significant track record in building partnerships with corporate, institutional and private partners and donors.
- Experience of working with donors internationally.
- Demonstrable ability to design and implement strategic income generation and stewardship plans, and meet growth targets.
- Experience of contributing to the development of a successful fundraising operations.
- Experience of successfully navigating and establishing credibility within a complex, global organisation, ideally developed in a strongly technical environment and working with knowledge professionals.
- Thorough working knowledge of all aspects of fundraising best practice (donor cycle, data regulations, ethics, etc.).

Desirable

- Experience of nurturing and developing partnerships in the environment-development context.
- Experience of building and motivating high-performing teams.
- Track record of developing innovative fundraising initiatives that bring together a combination of partners and funding sources.
- Experience of setting up systems and processes that underpin successful fundraising activities and enable effective reporting and stewardship.



Skills, Abilities and Attitudes

- Excellent written and oral communications in English, with the ability to articulate compelling cases for support. Other languages will be an advantage.
- Understanding and appreciation for cultural differences and sensitivities.
- Creative, with an entrepreneurial approach and ability to act both strategically and be hands-on.
- Strong negotiation skills and financial literacy.
- Be outstanding in your personal communications, building and nurturing relationships with partners both internally and externally.
- Have a collaborative and inspiring management style.
- Proven ability to lead and participate in multi-cultural and multi-functional teams.
- Confident, resilient and diplomatic, with a can-do attitude and growth mindset.
- Approachable and a team player, who inspires through leading by example.



Next steps

Terms

Salary:

This role is positioned with a salary from €70,000 pa. To discuss salary parameters please call Sonja Dunphy, Managing Director or Julie Baker, Research Consultant at Richmond Associates.

The package includes:

Annual leave entitlement: 180 hours annual leave for a fulltime contract. In addition, the office is closed between Christmas and New Year.

Pension:

Employers contribution 5.3% fixed

Holiday allowance:

8%

How to Apply

Applications should include:

1. A curriculum vitae giving details of relevant achievements in recent posts as well as your education and professional qualification
2. A covering letter that summarises your interest in this post, providing evidence of your ability to match the criteria outlined in the Person Specification
3. Details of your notice period, names and contact details of 2 referees, together with a brief statement of the capacity in which they have known you and an indication of when in the process they can be contacted (please note we will not contact your referees without your express permission)
4. Telephone contact numbers (preferably daytime and evening/mobile) which will be used with discretion.

Selection Process

The applicants with the most relevant experience will be invited to have initial exploratory discussions with Sonja Dunphy, Managing Director at Richmond Associates.

Interviews with Wetlands International will take place from mid-February 2022.

Closing date for applications is 9am Monday, 24 January 2022

Please send your application to **Kate Tilley**, Business Support Assistant:

✉ info@richmond-associates.com
☎ +44 (0) 20 3617 9240

