



Conservation Programme Manager, WWF Fiji

About WWF

Papua New Guinea, Solomon Islands, and Fiji are home to some of the world's richest biodiversity and most resilient cultures. From Papua New Guinea's vast tropical rainforests that shelter over seven percent of the world's species, to the marine biodiversity of the Coral Triangle in Solomon Islands and Papua New Guinea, and the third longest reef system in the world in Fiji—these ecosystems are of global ecological and cultural significance. However, the Pacific region is increasingly under pressure from climate change, unsustainable resource extraction, environmental degradation, and governance challenges. These threats endanger not only nature but also the food systems, livelihoods, and cultural heritage of the region's peoples

WWF-Pacific's 2026-2030 Strategic Plan sets a bold and hopeful direction for conservation, grounded in local leadership, inclusion, and innovation. Our strategic plan focuses on four interconnected goals:

- Locally-led Conservation and Climate Resilience by improving resilience and well-being for 225,000+ people across Fiji, Solomon Islands and Papua New Guinea and beyond in the Pacific.
- Thriving Biodiversity by conserving 1 million hectares of land and sea and conserving seven endangered species groups and the Pacific blue corridors.
- Elevate Nature by shaping at least seven policies across at least five Pacific nations.

With over 35 years of experience in the region and a strong presence in Fiji, Solomon Islands, and Papua New Guinea, WWF-Pacific works in partnership with communities, governments, and other stakeholders to deliver a people-centred, locally driven conservation solutions. We co-create Nature-based Solutions, support Indigenous rights and knowledge, champion Gender Equity, Disability, and Social Inclusion (GEDSI) in all our work, and advocate for policy change that reflects Pacific realities and needs.

We are seeking a highly motivated, committed, and experienced Conservation Programme Manager to provide effective leadership in delivering WWF-Pacific's Five-year Strategic Plan.

If you're motivated to join a mission-driven team driving systems change for a People and Nature Positive Pacific, this could be the opportunity for you.

The Role

The Conservation Programme Manager provides strategic and operational leadership for WWF Fiji's conservation portfolio, ensuring alignment with the WWF-Pacific Strategic Plan and Global Goals. As a member of the WWF Fiji Senior Management Team, the role drives planning, implementation, and adaptive management of inclusive and impactful programmes, while fostering collaboration, innovation, and learning. The position also leads key partnerships, policy engagement, and resource mobilisation efforts to enhance WWF's influence and visibility. With a strong focus on safeguards, gender equality, disability and social inclusion (GEDSI), and risk management, the role ensures programmes are compliant, people-centred, and contribute to long-term conservation and community resilience.

Duties and Responsibilities, not limited to:

Strategic Leadership and Programme Oversight

- Provide visionary and strategic leadership for WWF Fiji's conservation programme, ensuring alignment with the WWF-Pacific Strategic Plan and WWF's Global Goals.
- Lead the review and implementation of the WWF Fiji Conservation outcomes as part of the WWF-Pacific Strategic Plan and ensure active participation from staff, partners, and communities.

Programme Management and Delivery

- Lead the planning, coordination, delivery, and adaptive management of strategic conservation programmes in Fiji, ensuring impact, effectiveness, and alignment with donor and network priorities.
- Oversee annual programme and budget planning, tracking implementation progress, and ensuring course correction where needed.

Policy, Advocacy, and External Engagement

- Provide leadership on WWF Fiji's policy engagement in collaboration with the WWF Pacific Conservation Director, Pacific Director and relevant conservation staff.
- Contribute to national and regional policy development on climate, fisheries, oceans, forests, and biodiversity, promoting WWF's positions and enabling community voices in policy dialogues.

Partnerships and Stakeholder Collaboration

- Develop and implement partnerships in line with the WWF Pacific Strategic Plan and in coordination with the WWF Pacific Head of Programme Development and Partnerships, Pacific Director and other relevant staff to ensure strong, strategic partnerships that enhance WWF's reach and effectiveness.

Safeguards, Gender Equality, Disability, and Social Inclusion (GEDSI)

- Lead the mainstreaming of Environmental and Social Safeguards and GEDSI principles in all Fiji conservation programmes and projects, ensuring alignment with WWF policies and standards.

Resource Mobilisation and Quality Assurance

- Work with the WWF Pacific Head of Programme Development and Partnerships, the WWF Pacific Conservation Director and the Pacific Director to develop and submit high-quality funding proposals aligned with WWF's strategic priorities.

People, Leadership, and Organisational Development

- Work with the WWF Pacific Head of People & Culture to lead, mentor, and support the WWF Fiji conservation team, promoting a high-performing, inclusive, and mission-driven team culture.

Planning, Monitoring, Evaluation, and Learning (PMEL)

- Work with the WWF Pacific PMEL Manager and conservation team to ensure rigorous planning, monitoring, evaluation, and learning systems are in place and aligned with the WWF-Pacific Strategic Plan.

Risk Management and Compliance

- Collaborate with the WWF Pacific Head of Finance, Administration, Risk, and Compliance to identify, monitor, and manage programme-related risks, including environmental, social, reputational, and operational risks.

Required Qualifications and Experience:

- Bachelor's degree in marine science, environmental science, conservation biology, natural resource management, or a related social science field; a master's degree is an advantage.
- At least seven years of progressive experience in programme or project management within the conservation, marine, or biodiversity sectors, preferably in the Pacific region.
- Demonstrated leadership experience in managing and supporting diverse teams.
- Strong technical background in coastal and marine planning and management, with experience applying seascape or integrated ecosystem approaches.
- Hands-on experience in community-based conservation, stakeholder engagement, and field implementation.
- Proven track record in designing, implementing, and evaluating strategic plans using appropriate monitoring, evaluation, and learning systems.
- Experience working with government agencies, civil society, donors, and development partners.
- Familiarity with environmental and social safeguards and GEDSI principles in conservation or development programmes.

Required Skills and Competencies:

- Strong strategic and analytical thinking, with the ability to translate vision into action.
- Excellent leadership, coaching, and team-building abilities in a multicultural and multidisciplinary environment.
- High-level communication skills, both written and verbal, including report writing, proposal development, and public speaking.
- Strong interpersonal and negotiation skills to build and manage relationships with diverse stakeholders.
- Ability to manage competing priorities, adapt to changing contexts, and deliver results under pressure.
- Demonstrated commitment to inclusive conservation approaches that promote gender equality, social inclusion, and community empowerment.
- Sound understanding of project risk management, compliance requirements, and quality assurance processes.
- Competency in using digital tools and platforms for programme management, reporting, and collaboration.
- Adhere to WWF's values, which are: Courage, Integrity, Respect and Collaboration; and
- Demonstrate WWF behaviours in ways of working: Strive for Impact, Listen Deeply, Collaborate Openly and Innovate Fearlessly.

Remuneration: An attractive package shall be negotiated with the successful candidate based on their appropriate qualifications, skills and experience. Contract duration is for 3 years, depending on annual performance review and funding availability.

Applications procedures: How to Apply? Interested applicants are encouraged to apply online [here](#) before the end of **COB Thursday, 21 August, 2025**.

WWF is an equal-opportunity employer and has a genuine commitment to diversity and inclusion. We encourage candidates of all cultures, genders, abilities and experiences to apply.

Only short-listed candidates will be called for interviews.