



JOB DESCRIPTION

WWF Solomon Islands Environment Impact Specialist – (Solomon Islands Coral Reef Resilience (CRR) Project)

Reports to: _____
WWF SI – GFCR SI Coral Reef Resilience Project Manager

Duration/Contract _____
GFCR Funding Period 2 years and possibility of extension

Supervises: _____
Consultants

Level: _____
IPE 48/49

Date: _____
March 2026

1. BACKGROUND:

About WWF-Pacific

WWF-Pacific's *Pacific Pathway 2030 Strategic Plan* sets a bold course toward a People and Nature Positive Pacific, where communities and ecosystems thrive together. Operating across Fiji, Solomon Islands, Papua New Guinea, and the wider Pacific region, WWF-Pacific advances locally led conservation, climate resilience, blue-green economies and resource management to address climate change, biodiversity loss, and growing environmental pressures.

Grounded in Indigenous knowledge and community-led conservation, WWF-Pacific works with partners to deliver nature-based solutions, strengthen community governance, and promote inclusive blue-green economies. By 2030, all Pacific peoples and nations are empowered, climate resilient and prosperous, with nature thriving and visibly and measurably recovering - a People and Nature Positive Pacific.

WWF-Pacific, through the **Global Fund for Coral Reefs (GFCR)** funded **Coral Reef Resilience (CRR) Project Solomon Islands** will support reef-positive climate resilient business to meet investment requirements while UNCDF, a co-implementing entity on the project, will deploy a credit guarantee facility with local financial institution(s) to support enhanced access to affordable capital for these and other enterprises in the wider sustainable blue economy.

Project Summary

WWF is seeking an exceptional, highly motivated, and mission driven candidate to join the new high-visibility Solomon Islands CRR Project funded by the GFCR. This Project will support reef-positive enterprises with technical assistance and funding to meet investment requirements and improve their business models, strengthen capacity, enhance their market strategies, and enhance their productive practices to bolster reef and coastal ecosystem health. The Project will screen businesses with operations and supply chains in the Central, Malaita, Isabel, and Western Provinces where the Solomon Islands' reefs most capable of withstanding future climate scenarios are located. The Project will then select priority areas in 1-2 of these provinces based on the business pipeline and level of opportunity for coral reef health impacts.

2 MAJOR FUNCTIONS

We are seeking a highly motivated professional as WWF Solomon Islands Environmental Impact Specialist to join the Project Management Unit for the Solomon Islands Coral Reef Resilience (CRR) Project commencing in 2026.

The Environmental Impact Specialist is a full-time member of the WWF Solomon Islands Country Programme and is responsible for providing environmental expertise and technical support for the four-year Solomon Islands GFCR funded CRR Project.

The position will be responsible for steering the project's environmental approach to address threats to priority coral reefs ecosystems in target sites across four provinces and to support the SI CRR Project Management Unit to develop reef-positive measures for community-based enterprises through grounded ecological information and local knowledge.

The position will provide technical assistance to businesses to help them adopt practices that deliver conservation and climate benefits.

It will support the implementation of project activities to achieve the three outputs under the major outcome that is – ***“Private investments and business activities which address the threats to coral reefs are increased”***.

This will be achieved through contributing environmental and scientific knowledge and expertise for the following outputs and associated activities:

Output 1: Baseline and endline assessment of coral reef health, paired with localized threat analysis, to support the definition of impact targets, selection criteria for reef-positive enterprises, and evaluation of intervention effectiveness

Output 2: Direct technical assistance and small grants provided to five reef-positive enterprises to strengthen the environmental and business performance of the enterprises and their supply chains, and ultimately their readiness to absorb commercial capital.

Output 3: Capacity of local Financial Institutions strengthened to absorb de-risking instruments and further extend finance to reef-positive enterprises in a sustainable manner. (This output is to be implemented by UNCDF).

The position will be a member of the WWF-SI Project Management Unit for the GCRF-SI CRR project and will be required to maintain effective communications and liaison with WWF network partners and external stakeholders on relevant matters to the major functions of the role.

3. MAJOR DUTIES AND RESPONSIBILITIES

The Environmental Impact Specialist will:

- i) Lead the conduct of baseline and final assessments of coral reef health in target provinces and contribute to the setting of project-level environmental performance targets.
- ii) Support the analysis of localized threats to coral reefs and contribute relevant information to support the PMU team to map linkages to enterprise operations and supply chains.

- iii) Provide accurate environmental information to support the PMU to develop and validate criteria to define and screen for reef-positive enterprises for the project to engage with.
- iv) Support the PMU to identify and prioritize five reef-positive enterprises using agreed criteria, threat linkages, and alignment with conservation goals.
- v) Participate in detailed assessments of selected enterprises, covering environmental related needs and constraints.
- vi) Support the PMU to set business related environmental Key Performance Indicators (KPIs) for each enterprise and monitor progress regularly against these.
- vii) Facilitate an end of project coral reef health assessment to measure progress against the environmental targets. The data will contribute to both internal learning and external reporting, helping stakeholders understand the project's ecological impact and offering insights for future reef-positive enterprise programming in the Solomon Islands.
- viii) Support the WWF MEL team with relevant environmental performance information to facilitate structured peer-learning, mentoring exchanges, and networking across supported reef-positive enterprises.
- ix) Support the MEL team and Communications Officer to document lessons learned and best practices to inform future programs and policy engagement on reef-positive enterprise.
- x) Work closely with national and local authorities to ensure close collaboration on project activity design and implementation and that the needs of all beneficiary groups are considered.
- xi) Provide timely and accurate environmental and impact information for the PMU Manager to communicate project progress updates to the Project Steering Committee (PSC) as required and at biannual PSC meetings.

4. PROFILE

Required Qualifications.

- Master's degree in Marine Science, Environmental Science.
- In lieu of a Master's degree, at least a Bachelor's degree and seven (7) years' experience in conducting scientific surveys, environmental data collection and analysis for projects or programmes relating to marine, coral reefs, biodiversity, and/or climate change impacts on coral reefs, preferably within the Pacific region.
- Experience with donor-funded projects (e.g., World Bank, ADB, DFAT, UNDP).
- Experience working with customary landowners, chiefs, churches, and community-based governance structures)

Required Skills and Competencies.

This position requires a minimum set of capacities including:

- Demonstrated technical and scientific expertise in relevant fields.
- Demonstrated strong background in natural resource planning and management.
- Experience in community engagement and field work.
- Demonstrated experience in delivering, implementing and evaluating project level field activities.
- Experience working in or in-depth knowledge of the Solomon Islands and a solid understanding of the operating environment for conservation and business and financing sectors.
- Adherence to WWF programme and operational guidelines and policies.
- Effective technical and scientific field data collection, analysis, reporting and monitoring skills.
- Effective project finance management, budgeting, work planning and reporting skills.
- Ability to manage relationships with internal and external project partners.
- Strong versatile nature with the ability to commit to a team and work independently.
- Flexible towards field and local travel assignments within Solomon Islands and occasional international travel.

- Fluent in English – oral and written.
- Microsoft office, scientific data management and analysis tools.
- Knowledgeable about ecological processes in relation to marine, coral reefs, biodiversity, and/or climate change impacts on coral reefs; and a good understanding of the issues and threats impacting coral reefs and associated drivers in Solomon Islands.

- Intelligent and able to think laterally and analytically.
- Avid learner with adaptability and strength in difficult and contrasting conditions
- Pleasant and able to motivate a team constructively to achieve ambitious targets.
- Clearly demonstrates behaviours aligned to the culture of WWF: Strive for Impact, Listen Deeply, Collaborate Openly and Innovate Fearlessly.
- Embraces the WWF mission and values of the organisation: Courage, Integrity, Respect & Collaboration.

5. WORKING RELATIONSHIPS

Internal.

- Maintain close working relationships with Network partners principally the WWF-US Oceans Science Specialist and WWF Pacific Regional Conservation Director.
- Ensure close collaboration and coordination with WWF-SI Conservation and Operations teams, principally the Central Seascape and Western Seascape Programme Managers; the Conservation Programme Manager, Data Monitoring and Impact Officer, Communications Officer and the Project Management Unit/Team Manager.



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External.

- Closely engage with the GEF 7: Resilient Coral Reefs, Resilient Communities project.
- Develop and maintain working relationships with project communities and local natural resource management committees.
- Develop and maintain working relationships with Provincial and National level government agencies including but not limited to Ministry for Agriculture and Livestock; Ministry for Fisheries and Marine Resources; Ministry for Environment, Climate Change, Disaster Risk Management and Meteorology.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organisational needs.

Prepared by Supervisor: _____

Date: _____

Accepted by Staff member: _____

Date: _____



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