



## JOB DESCRIPTION

### **WWF Solomon Islands Environmental & Social Safeguards and Gender Manager – (Solomon Islands Coral Reef Resilience (CRR) Project)**

Reports to:	WWF-SI Country Manager (line management) WWF SI – GFCR SI Coral Reef Resilience Project Manager (technical)
Duration/ Contract	GFCR Funding Period 2 years and possibility of extension
Supervises:	Staff, Consultants
Level:	IPE 50/51
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 **Solomon Islands Coral Reef Resilience (CRR) Project funded by the Global Fund for Coral Reefs (GFCR)**, 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.

The Project will strengthen the supply side of finance for reef-positive enterprises by (i) contributing to de-risking instruments (reduce perceived investment risks), and (ii) enhancing the capacity of local FIs to extend finance to these businesses while increasing their capacity to absorb the de-risking instruments. The United Nations Capital Development Fund (UNCDF), a Co-Recipient under the Project, will structure, deploy, and administer guarantees to reduce perceived risks for businesses operating in sectors such as fisheries, agriculture, and forestry that are linked to coral reef and coastal ecosystems. To complement the de-risking instruments, technical assistance will be provided to local FIs to help them develop frameworks for identifying, assessing, and financing reef-positive enterprises. This support will enable institutions to evaluate potential investments with a focus on environmental sustainability and ensure that financing contributes positively to reef ecosystems. While the Project will contribute only to the de-risking instruments, the technical assistance will be delivered by UNCDF through co-financing from its EU-funded initiative, the Sustainable Pacific Blue Circle Fund.

## 2. MAJOR FUNCTIONS

The Environmental & Social Safeguards and Gender Manager is a full-time member of the WWF Solomon Islands Country Programme and is responsible for providing environmental expertise and support for the four-year GFCR funded Solomon Islands CRR Project.

The position will be responsible for implementing the ESS and Gender activities under the SI Coral Reef Resilience (SI CRR) project in line with WWF-Pacific's Environmental and Social Safeguard Framework, Grievance Redress Mechanism, and Free, Prior and Informed Consent processes. The position will also ensure Gender Equity, Disability and Social Inclusion (GEDSI) principles are mainstreamed across the project implementation and will provide advice and training support for the SI CRR Project Management Unit as needed.

The ESS and Gender Manager will also work closely with WWF-US and the PMU to commission the necessary environmental, social, and gender assessments to develop key deliverables necessary for the execution of all WWF projects. The position will be responsible for the overall development and implementation of the project's Environmental and Social Management Plan and Gender Action Plan.

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

This will be achieved through contributing GEDSI and ESS 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).



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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 ESS and Gender Manager will:

- i) Support SI CRR PMU team and WWF US to complete the development of the project Environmental and Social Management Framework (ESMF), including an Indigenous Peoples Planning Framework (IPPF); Stakeholder Engagement Plan (SEP) and Gender Action Plan (GAP) with support of suitably qualified consultants.
- ii) Together with relevant PMU staff, conduct the ESS and Gender awareness and capacity building for project staff, partners, focus communities and business enterprises. This includes FPIC, in line with WWF's Standard on Indigenous People; provide training on the Grievance Redress Mitigation processes; and facilitate signing of Community Agreements with WWF-SI.
- iii) Contribute to the development and monitoring of screening criteria to ensure integration of gender equality, disability, and social inclusion considerations when identifying reef-positive enterprises for inclusion in the project. This includes prioritizing enterprises that are women-led, youth-led, or contribute to the economic empowerment of marginalized and vulnerable groups.
- iv) Support the safeguard and gender screening process of selected businesses as defined by the project ESMF and GAP to be developed under the project, to ensure that project activities supporting these businesses properly identify possible ESS risks and define suitable mitigation measures and integrate gender responsive and inclusive approaches.
- v) Support the PMU to set environmental and social safeguarding, GEDSI and business performance Key Performance Indicators (KPIs) for each enterprise and monitor progress regularly against these.
- vi) Support the Environmental Impact Specialist with relevant ESS and Gender performance information for effective adaptive management and to facilitate structured peer-learning, mentoring exchanges, and networking across supported reef-positive enterprises.
- vii) Support the Environmental Impact Specialist and WWF Communications Officer to document lessons learned and best practices relating to gender equality, social inclusion and ESS, to inform future programs and policy engagement on reef-positive enterprises
- viii) Work closely with national and local authorities to ensure close collaboration on project activity design and implementation, ensuring GEDSI dimensions and the needs of all beneficiary groups are considered.
- ix) Provide timely and accurate ESS and Gender information for the PMU Manager to communicate project progress updates to the Project Steering Committee (PSC) as required.

### 4. PROFILE



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### Required Qualifications:

- Bachelor's or Master's degree in the following areas: Social Sciences (Sociology, Anthropology, Community Development) Environmental Science / Environmental Management; Gender Studies; International Development.
- Additional training in environmental auditing, social impact assessment, or gender mainstreaming is a strong asset.
- Minimum 7 years working on environmental and social safeguards or gender in development projects.
- Experience with donor-funded projects (e.g., World Bank, ADB, DFAT, UNDP).
- Experience on gender mainstreaming, social inclusion (women, youth marginalized groups) across project design and implementation is a strong asset.
- Experience working with customary landowners, chiefs, churches, and community-based governance structures)

### Required Skills and Competencies.

- Knowledge of safeguards instruments e.g. Environment and Social Management Plans, Indigenous Peoples Plan, Gender Action Plans; Grievance Redress Mechanisms; Environmental and Social Safeguards and Standards.
- Proven ability to monitor and report environmental and social safeguards compliance.
- Proven expertise in community engagement and stakeholder consultations.
- Understanding Pacific national legislation (e.g., EIA laws, land tenure, customary systems).
- Demonstrated ability in development, management and delivery of nature conservation projects; (ability to effectively manage and supervise people and projects and to plan, schedule and budget projects / initiatives).
- Excellent diplomatic and communication skills, including an ability to communicate effectively with a broad range of individuals within and outside the WWF Network.
- Fluency in oral and written English is essential. Proficiency in local languages (Solomon Islands Pidgin) will be preferred.
- Experience working in Solomon Islands and a solid understanding and knowledge of the operating environment for conservation and business and financing sectors.
- Ability to engage diverse stakeholders (government, NGOs, communities, women's groups, youth)
- Willingness to travel to rural areas and outer islands
- Knowledge of gender barriers specific to Pacific communities
- Avid learner with adaptability and strength in difficult and contrasting conditions.
- 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 GFCR Project Manager; WWF US Environmental and Social Safeguards (ESS) and Gender Safeguards team, WWF Asia Pacific ESS team; and WWF Pacific Regional Conservation Director.
- Ensure close collaboration and coordination with WWF-SI Conservation and Operations teams, principally the Central Seascope and Western Seascope Programme Managers; the Conservation Programme Manager, SI Social Safeguards and Gender Coordinator; Data Monitoring and Impact Officer, and the GFCR CRR Project Management Unit

### External.

- Develop and maintain working relationships with project communities and their governance and management committees.
- Engage with key relevant stakeholders identified in the project Stakeholder Engagement Plan (SEP);
- Maintain existing and build new partnerships with Youth, Gender and People Living with Disabilities organisations in Honiara and in the focus provinces as required.

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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