

MILLAR CAMERON

PEOPLE · PASSION · PERSISTENCE

THE NATURE CONSERVANCY
*DIRECTOR, GABON PROJECT
FINANCE FOR PERMANENCE (PFP)*

FOUNDED IN 1951, THE NATURE CONSERVANCY IS A GLOBAL CONSERVATION ORGANIZATION DEDICATED TO CONSERVING THE LANDS AND WATERS ON WHICH ALL LIFE DEPENDS. GUIDED BY SCIENCE, WE CREATE INNOVATIVE, ON-THE-GROUND SOLUTIONS TO OUR WORLD'S TOUGHEST CHALLENGES SO THAT NATURE AND PEOPLE CAN THRIVE TOGETHER. WE ARE TACKLING CLIMATE CHANGE, CONSERVING LANDS, WATERS AND OCEANS AT UNPRECEDENTED SCALE AND PROVIDING FOOD AND WATER SUSTAINABLY.

ABOUT THE NATURE CONSERVANCY

One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries, including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

Since establishing the Africa Program in 2007, The Nature Conservancy's vision in Africa is to work towards fostering a sustainable future for people and nature, partnering with indigenous communities across 55 million acres on the continent. Our efforts are firmly rooted in people, leveraging scientific and technical expertise as we collaborate with governments and organizations to conserve

and enhance Africa's shared resources in the nine countries where we operate.

TNC's work in Africa transcends three key pillars: (i) securing ownership rights to lands and resources for indigenous people; (ii) strengthening leadership and resource management; and (iii) helping communities value nature through a holistic appreciation of its benefits while increasing revenue streams for conservation efforts and socio-economic development. Together with our partners, we are witnessing critical milestones in integrated land and fisheries management, ocean and source water protection, energy development and sustainable food production, working together and strengthening our resolve in tackling global challenges such as climate change, habitat and biodiversity loss that

stands to adversely impact the nearly 1.4 billion people that share Africa.

In Gabon, The Nature Conservancy is working collaboratively in support of the country's ambitious biodiversity conservation and climate mitigation agenda. TNC works across freshwater, ocean and terrestrial ecosystems to protect and sustainably manage critical habitats for species, ecosystems, and carbon stocks. TNC brings science and innovative tools and approaches to inform better decision-making, develops innovative financial mechanisms for long-term sustainability, cultivates strategic partnership and fosters the needs for inclusive, equitable conservation that benefits nature and people.

ABOUT *PROJECT FINANCE FOR PERMANENCE (PFP)*

Project Finance for Permanence (PFP) is a complex conservation approach designed to ensure durable financing for a region's conservation priorities. A PFP combines a robust strategic plan for conservation with fully secured financing to generate long-term, durable conservation outcomes. For Gabon, TNC is engaged in planning and assessments to (i) determine whether the conditions to successfully develop and implement a PFP initiative for Gabon are in place or could be enabled in the short-term; and (ii) if enabling conditions are present, develop and design the PFP in partnership with the government of Gabon and local stakeholders and rights-holders. The PFP will be designed to contribute significantly to durable protection of important natural ecosystems to achieve biodiversity, climate change, and human

well-being objectives. To achieve this robust vision, an extensive feasibility and planning process for the PFP is required that compiles information to inform conservation planning, funding needs, financing mechanisms, governance, and government relations.





DIRECTOR, GABON PROJECT FINANCE FOR PERMANENCE *THE NATURE CONSERVANCY*

THE ROLE: DIRECTOR, GABON PROJECT FINANCE FOR PERMANENCE

MAIN RESPONSIBILITIES:

The Gabon PFP Director oversees all aspects of PFP development and is ultimately responsible to ensure the initiative reaches the single close. The Director works closely with the Gabon Country Director, the Gabon PFP Team, the Gabon PFP Steering Committee and the Africa leadership team to advance progress across all elements of the PFP to ensure that this initiative delivers strong outcomes during the implementation period for biodiversity, climate and people. They play a key role in establishing strong external relationships with relevant stakeholders, main project partners, and team members, ensuring a strong buy-in for project objectives. They liaise with the PFP Steering Committee for the purpose of developing and closing the Gabon PFP initiative, and liaise with government agencies, other conservation organizations, foundations,

communities and other stakeholders and rights holders. Reporting to the Gabon Country Director, the position will be based at the TNC office in Libreville – Gabon.

The PFP Director will oversee the Gabon PFP Team and all the major PFP workstreams to ensure steady progress is being made and to ensure that the final agreements are supported by the key stakeholders (government, external funders, civil society, indigenous peoples and local communities, and other stakeholders) and closing conditions are in place. The Director oversees the technical work as well as the negotiations on the final agreements that define the all-important PFP closing and disbursement conditions. Ultimately, the PFP Director is responsible for delivering a successful closing of the Gabon PFP

by 2023. They define roles and responsibilities, recruits, and leads the project team to successfully achieve identified goals in the most cost-effective and time-saving manner possible. The PFP Director obtains go/no-go decisions at key decision points, identifies, and obtains approval for project deliverables from the appropriate staff or teams. Throughout the project life cycle, they monitor and measure project progress, conducts corrective action as necessary, communicates project status to major stakeholders: TNC country, regional and global staff; Enduring Earth partners; and key partners in Gabon. The PFP Director is responsible for risk management, issue resolution, and conflict management, and collaboratively solves complex problems. They utilize project management methodologies and processes, and ensures all organizational standards are met.

DIRECTOR, GABON PROJECT FINANCE FOR
PERMANENCE *THE NATURE CONSERVANCY*

TITLE:

**DIRECTOR, GABON PROJECT
FINANCE FOR PERMANENCE (PFP)**

REPORTING TO:

GABON COUNTRY DIRECTOR

LOCATION:

LIBREVILLE, GABON

TRAVEL:

**MAY REQUIRE FREQUENT TRAVEL
DOMESTICALLY AND/OR
INTERNATIONALLY AND EVENING
AND WEEKEND HOURS**

START DATE:

ASAP

DIMENSIONS OF THE ROLE:

- Ensure the development of goals and detailed plans of the PFP in the following areas: conservation, climate mitigation, community development, finance, fundraising and conservation trust fund
- Develop closing and disbursement conditions for the PFP that are acceptable to all key parties to the PFP Agreements. Use judgement and experience to recommend when the closing conditions have in aggregate been satisfied and deal should move to closing or if additional modifications are needed. Help secure agreement on formal closing conditions for the PFP
- Lead transition activities during the start-up of the implementation stage following a successful closing
- Lead the master PFP workplan including setting realistic deadlines, managing timelines, and ensuring accountability and ensure supporting workplans are well executed and deadlines are met
- Prepare regular updates for the Gabon PFP Steering Committee and Enduring Earth Partnership on progress, obstacles, and achievements
- Ensure coordinated efforts across each work streams, provide advisory and guidance with regular updates to the Gabon Country Director
- Manage different work streams and multi-disciplinary expert/task teams; use project management tools to track work streams to ensure successful closing and set of outcomes
- Provide leadership to a range of stakeholder meetings and workshops in Gabon as needed to support the various work streams
- In coordination with the Fundraiser, oversees the preparation of proposals and fundraising materials (for public and private funding)
- Manage contracts with expert consultants, supervise work, and help ensure cross-team coordination and coordinated approaches with external partners
- Lead the preparation of briefing materials and other internal and external communications materials
- Act independently within broad program goals to prioritize tasks in the absence of specific instructions and exercise independent judgment to identify and solve problems
- Oversight for all financial and compliance responsibilities for the program
- Ensure compliance with Conservancy policies and procedures, and external requirements (decisions may bind the organization financially or legally)
- Establish and maintain optimal performance standards within budget, analyze gaps and develop mitigation plans
- Supervise other PFP project staff as assigned
- Negotiate complex agreements, in a political environment
- Work environment may involve exposure to disagreeable elements and minor physical exertion and/or strain; may require travel, following compliance of all established COVID-19 safety protocols

SKILLS AND QUALIFICATIONS:

To apply for this role, please ensure that you have the following skills and experience:

- BA/BS degree and 10 years of experience in conservation practice or equivalent combination of education and experience
- Strong English and French language communications skills, including ability to communicating clearly via written, oral, and graphical forms
- Strong strategic development skills
- Fundraising experience, including identifying donor prospects and donor cultivation and proposal writing
- Experience directing a major complex program or project of strategic importance, including management/supervision of multi-disciplinary teams and meeting deadlines
- Experience working with current trends and practices in relevant discipline(s) (e.g. biodiversity, climate mitigation, community development) and in Africa
- Supervisory experience, including motivating, leading, setting objectives and managing performance
- Experience in partnership development with non-profit partners, community groups and government agencies
- Politically savvy
- Experience negotiating complex agreements
- Experience influencing, developing and implementing conservation policy and plans
- Experience with financial management of a large program
- Experience working in an organizational matrix setting

Please send your CV and contact details to Victoria Bowden or Kate Davidson who will contact you to discuss your application in more detail.



Contact: Victoria Bowden

Email: victoria.bowden@millarcaameron.com

Phone: +44 203 800 0935



Contact: Kate Davidson

Email: kate.davidson@millarcaameron.com

Phone: +44 203 800 0218

A photograph of two women walking away from the camera on a dirt path. They are wearing traditional African clothing, including headwraps and patterned dresses. The woman on the left has a blue headwrap and a black bag, while the woman on the right has a tan headwrap and a large orange bag. The background shows a dirt path leading into a landscape with trees under a blue sky with white clouds.

WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

A SEAMLESS JOURNEY

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.



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