

CONSERVATION INTERNATIONAL

JOB DESCRIPTION

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| Job Title: | Climate Change and Integrated Coastal Management Policy Manager | | | | | |
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| Program and Division: | Ecuador | |  | | Coastal Marine Program | |
| Department/Program Name | | Division Name | |
| Supervisor: | | Xavier Chalén | |  | Project Manager (e) | |
| Supervisor's Name | | Supervisor Title | |
| Type of Employment: | | X Regular  Fixed Term (6 months or less)  Other (Specify) | |  | Scheduled Hours: | X Full-time  Part-time 80%  Part-time 60%  Other (Specify) |
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| Reason for Job Description: | | X New Position  Review Open Position  Updated features\*  Update Employee File | |  | Position Location: | Guayaquil |

\* HR determines if updated roles qualify for a salary adjustment

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| Summary: |
| The *Mangroves for Climate* project, funded by the Green Climate Fund (GCF), aims to strengthen mangrove conservation in Ecuador through a collaborative approach in four strategic estuaries: **Cayapas-Mataje, Muisne, Gulf of Guayaquil and Jambelí Archipelago**. In partnership with the public, private and local communities, the project seeks to halt the degradation of mangroves, reduce greenhouse gas emissions by approximately **4.6 million tons of CO₂ equivalent**, and improve the resilience of **41,500 residents**, while also providing **protection against floods attributed to climate change to 3,465 people**. For six years, the implemented activities will generate sustainable climate impacts.  The **Climate Change and Integrated Coastal Management Policy Manager** will be responsible for leading Component 3: Effective Governance and will be in charge of designing and leading the implementation of **climate governance and integrated coastal management policies**, ensuring the alignment of the project with national and international policy on climate change and conservation of coastal ecosystems. It will play a key role in inter-institutional coordination and in the generation of guidelines that strengthen the sustainable management of mangroves, promoting the integration of climate change adaptation and mitigation approaches within regulatory and territorial planning structures.  By participating in field activities, the Manager will learn about the conditions in the areas of intervention, identify key actors and impact stories, and document project efforts, in Component 3: Effective Governance. It will guide and systematize the processes that highlight the impact of the project. The field presence will strengthen institutional and community relationships and facilitate the dissemination of messages with local partners.  This position reports primarily to the **Project Director** and under the supervision of the Monitoring and Evaluation Management. It works closely with the technical team, the focal point of the Ministry of Environment, Water and Ecological Transition, and other key actors.  The Climate Change and Integrated Coastal Management Policy Manager is expected to have **an active presence in the field**, with regular visits to the intervention areas to ensure the integration of policies into practice, strengthen institutional and community relations, and ensure the sustainability of the actions implemented within the framework of the Project. |

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| **Key Responsibilities:** | |
| **Specific roles and responsibilities:** | **Percentage of Time** |
| Under this framework, the project requires hiring a Climate Change and Integrated Coastal Management Policy Manager, who will be responsible for the following key functions:   * Develop policy proposals at the local level to improve mangrove management with a focus on the National Plan for Adaptation to Climate Change and Book Five of the Organic Environmental Code and its regulations, in the chapter on Integrated Coastal Management. * Develop strategies for the implementation of existing policy**.** * **Coordinate with the Ministry of Environment, Water and Ecological Transition (MAATE), local governments and other key actors** to strengthen mangrove governance and ensure the coherence of environmental and climate policies, within the framework of the competencies of each of the identified actors. * **Support the formulation and updating of regulatory frameworks and planning tools** for mangrove conservation, emission reduction, and adaptation to climate change in coastal areas, in conjunction with MAATE * **Coordinate with multilateral initiatives such as the Ecuador Zero Carbon Program, Global Mangrove Alliance, among others that are identified and contribute to the fulfillment of the project's objectives.** * **Promote Integrated Coastal Management (ICM)** as a key tool for the resilience of coastal ecosystems and communities, articulating actions with the productive sectors, academia and civil society. * **Promote the implementation of the Agreements for the Use and Stewardship of the Mangrove (AUSCEM) and their recognition in regulatory frameworks.** * **Oversee the implementation of climate policies in Component 3: Effective Governance**, ensuring their viability and contribution to the objectives to improve governance, climate information and monitoring of the mangrove * **Systematize experiences and lessons learned** in the implementation of climate change adaptation and mitigation strategies in coastal ecosystems, contributing to the generation of knowledge and best practices * It will guarantee the achievement of results related to the reduction of exposure to flood risk attributed to climate change of vulnerable populations and reduction of GHG emissions from the restoration of mangroves, strengthening of AUSCEM and MPAs. * She will collaborate with the **Safeguards Manager and the gender team** to ensure that climate actions respect the principles of social and environmental equity. * She will represent the project in technical and climate governance spaces at the national and international levels, strengthening synergies with other programs and initiatives. * Regularly visit project sites to document actual progress on Component 3 outcomes: meet with AUSCEMS beneficiary organizations, gather qualitative information, help project teams solve problems. * Propose adaptive changes, participate in reports, and other activities. * Establish strategic partnerships with NGOs/CSOs/government entities focused on the mangrove ecosystem, in order to learn and share lessons learned and innovative approaches to ecosystem conservation. * Communicate internally and externally to share materials, project results, and lessons learned between project/program stakeholders and external audiences. * Contribute to project reporting requirements, including quarterly and annual reports, by providing technical data and analysis as required. | 85 % |
| Additional Responsibilities   * Support inclusive activities among stakeholders with partners, communities, and representatives of national governments for collaboration and overall efforts. * Work closely with the project technical team to integrate gender considerations into project design, implementation, and monitoring. * Review selected consultancies and ensure alignment with project objectives. * Close coordination with their work team and the other components. * Close relationship with the technical team of MAATE. | 15 % |
|  | 100 % |
| People and resource management responsibilities   * There is direct supervision of the staff. * Collaborate and influence project teams to ensure project objectives are met. | |

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| Education, experience, skills and abilities:  The requirements listed below are representative of the minimum level of knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. |
| Required (critical to successful job performance. Applicants who do not meet the required skills may not be hired)  **Education:**   * Degree in Biology; Forest; Environmental or related Engineering, with a master's degree in climate change, coastal resource management; or a related field.   **Experience:**   * **Minimum 7-10 years of experience in environmental project management**, climate policy; integrated coastal management or conservation of coastal ecosystems. * Proven experience in implementing climate strategies, including mitigation and adaptation actions, carbon monitoring, and nature-based solutions. * Knowledge and application of international climate finance standards, especially the requirements of the Green Climate Fund (GCF) and other multilateral agencies, such as IDB, GEF, etc. * **Experience in managing programs with local communities**, including integrating community actors, local governments, and the private sector into climate conservation and resilience projects. * **Ability to work in multisectoral contexts**, coordinating with government institutions, NGOs, academia and the private sector for the implementation of climate actions. * Knowledge of international climate policy frameworks, such as the Paris Agreement, Nationally Determined Contributions (NDCs), and national climate change and blue carbon strategies. * Knowledge about **ecological and socioeconomic dynamics of mangrove ecosystems** and their role in climate change mitigation. * Experience in **the calculation of GHG emissions** and carbon accounting methodologies for blue carbon ecosystems. * Management of georeferencing and remote sensing tools for the monitoring of coastal ecosystems (GIS, satellite images, drones). * Familiarity with **climate risk analysis and vulnerability assessment processes**, integrating aspects of community adaptation. * Experience in budget management and climate financing, ensuring the efficient execution of resources and compliance with environmental and social impact indicators**.** * Excellent written and verbal communication skills. * Executive and analytical skills to implement projects, manage multiple tasks, and adapt to a dynamic environment. * Ability to work well in an interdisciplinary, multicultural, diverse, and dynamic team environment. * Strategist, creative, flexible, and able to work under general supervision and take initiative to solve problems. * Strategic thinking and focus on solving problems in complex environments. * Ability to work in the field, in rural environments and adverse weather conditions. * Proficiency in Spanish and English (intermediate-advanced level), with technical communication skills. * Microsoft Office 365 Competencies * **Strong communication and stakeholder engagement skills**: Demonstrated ability to communicate effectively with government agencies, local communities, civil society organizations, the private sector, and other stakeholders involved in coastal resource management.     Additional Qualifications:   * Experience with multilateral projects. * Leadership and ability to manage interdisciplinary teams in the implementation of climate programs. * Advanced negotiation and alliance building skills with key players. * Experience in Microsoft SharePoint design, creation and management of databases. * Experience in the production and dissemination of knowledge management products and training materials. |

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| Working conditions: The environment in which work is performed, especially any unique conditions outside of a normal office environment. Describe all the physical functions that are essential to the success of the position, such as diving, driving, heavy lifting. Indicate how much domestic and international travel is required. |
| * The position is based in Guayaquil and requires occasional international travel. * Comfortable working outdoors for extended periods. * Ability to work extended hours to meet project deadlines. * Some international travel may be required up to 30% of the time. |

Approval/Acceptance of Job Description

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| Acceptance/Approval of Job Description | | | |
|  | Name (please print) | Signature | Date |
| Employee |  |  |  |
| Manager |  |  |  |
| Head of Division |  |  |  |
| Human resources |  |  |  |