



Programme Director

## Description

### About Greenpeace

Greenpeace exists because this fragile earth deserves a voice. It needs solutions. It needs change. It needs action. Greenpeace was founded in Vancouver in 1971, when a small boat of volunteers and journalists sailed into Amchitka, an area north of Alaska where the US Government was conducting underground nuclear tests. This tradition of 'bearing witness' in a non-violent manner continues as an important part of all campaign work. Greenpeace today operates in more than 40 countries with headquarters in Amsterdam.

Mission Talent has been tasked to search for the new Programme Director, who will formulate and ensure execution of Greenpeace Africa's programmes, in accordance with the strategic direction formulated by Greenpeace Africa's Senior Management Team and will ensure an integrated campaigning programme that optimally supports the realisation of Greenpeace's overall objectives.

### Main Purpose of the Role

Formulate and ensure execution of Greenpeace Africa's programmes, in accordance with the strategic direction formulated by Greenpeace Africa's Senior Management Team, ensuring an integrated campaigning programme that optimally supports the realisation of Greenpeace's overall objectives.

### Major Duties and Responsibilities

#### *Strategic direction*

- Advise on the formulation and execution of the programme direction of Greenpeace Africa, in order to contribute to the realisation of the overall objective of the organisation in an integrative manner.

#### *Management*

- Lead, motivate, and manage the Programme Heads – Senior Campaign Managers, Communications and Advancement Directors.
- Ensure the effective performance of these units through staff coaching, development training, and performance reviews.

#### *Internal budgeting*

- Ensure allocation of the Programme budget is consistent with agreed continental programme priorities.
- In cooperation with the SMT, ensure effective management of the budget.
- Ensure that the budgets for the issue areas are in line with the Greenpeace priorities in these areas.

#### *Programme/Project Design*

- Ensure effective formulation of integrated programme plans in accordance with the Continental and global strategies and strategic direction of Greenpeace.

#### *Programme/Project implementation*

- Ensure the prioritisation, scheduling and allocation of resources for projects and ongoing campaign work, in order to contribute to the realisation of the programme and objectives within given budgets.

#### *Research, Political and Corporate*

- Enable and approve execution of scientific research, intelligence, and political and corporate lobbying strategies, in accordance with the formulated programme, in order to provide optimal input to regional Greenpeace offices and Greenpeace campaigns, and to influence decision makers.

### *Evaluation*

- Approve evaluation of Greenpeace projects and campaign output.
- Ensure implementation of approved recommendations, in cooperation with other members of the Senior Management Team, in order to contribute to the improvement and effectiveness of Greenpeace projects and campaigns.

### **Required Qualifications, Skills and Competencies**

Advanced university **degree**.

#### **Seven years senior management /leadership experience.**

- Project management,
- Budgeting (preparing, presenting, monitoring),
- Proven fundraising experiences,
- Experiences in leading and mobilising people,
- Strong public engagement experiences,
- Empowering and developing people,
- Strategic orientation and managing vision,
- Proven training/leadership skills (Teach, mentor, coach).

#### **International/regional campaign experience.**

- Strategy formulation,
- Campaign design,
- Experience in international cooperation,
- Political and corporate strategy development and implementation,
- Policy formulation & research,
- Understanding of the roles that science, politics, economics, industry, media and social change play in campaigning. Knowledge and/or experience in research and investigation,
- Knowledge and or experience in activism/advocating/lobbying,
- Knowledge and/or experience in non-violent direct action.

#### **Strong, proven, negotiation/communication skills.**

- Fluency in written and spoken English and French
- Fluency in technical, scientific, financial, legal (others to be defined) writing.

#### **Public Relations / Media Techniques.**

- Media trained, to be able to act as a spokesperson,
- Understanding of the media advocacy needs of a campaigning organisation.

#### **Ecological/Political/Legislation Knowledge.**

- Awareness and knowledge of ecological situation (global and regional/national),
- Awareness and knowledge of local and/or regional socio-economic environment,
- Awareness and knowledge of local and/or regional political environment,
- Knowledge of AU (or other relevant pan-African Institutions),
- Knowledge and/or experience in (inter)national politics and laws.

#### **Attitude that matches with GP Africa's organisational culture.**

- Identification with Greenpeace goals and supportive of Greenpeace values,
- Stress resistance,
- Integrative thinking,
- Positive thinking,
- Willingness to teach,
- Collaborative,
- Enthusiasm.

### **Meta Fields**