

Malawi Country Director

Employer – WeForest

Job Title – Country Director

Main project area – Mulanje & Phalombe

Package - Attractive for a small size NGO

Expected starting date – June 2024

About WeForest

WeForest is a fast growing international non-profit association with headquarters in Belgium and a legal entity in Malawi. Our aim is to demonstrate that inclusive and well planned Forest and Landscape Restoration (FLR) can be the solution to today's biggest challenge: climate change. Our activities are growing and we are looking for an experienced person to further capacitate our team in Malawi and drive the Country programme to the highest standards.

WeForest has been active around Mulanje cedar and miombo restoration in Malawi since 2018, starting in Mt Mulanje Forest Reserve, Mulanje/Phalombe district. Currently, the project is expanding with a time-horizon till 2034, focused on co-management of miombo woodlands, agroforestry and efficient cookstoves promotion in an area home to more than 10.000 households.

Our team in Malawi is composed of eight positions and hence we are looking for a dynamic, critical-thinking and result-oriented director with a can-do attitude who takes up a leadership role and is able to introduce and/or refine country procedures. You will develop and nurture partnerships, strengthen human resource practices, coordinate and supervise WeForest's restoration work, and scope for additional project opportunities.

MAIN RESPONSIBILITIES

The Country Director will hold the following responsibilities:

Governance

- Manage legal entity in Malawi according to the local legislations and WeForest internal regulations
- Participate in and report to WeForest Board in Malawi in full transparency and integrity

Operations

- Drive projects and teams to the highest standards and best recognized practices
- Establish strong M&E&L systems contributing to internal learning and adaptive management
- Coordinate projects reporting (including for key stakeholders and for international fundings)
- Identify, develop and drive processes and tools to consolidate the organisation in Malawi
- Drive relationships with key governmental authorities
- Develop partnerships with key stakeholders and institutions promoting holistic and integrated approaches in forest and landscape restoration
- Develop the country strategy and identify / scope for new projects

Finance & admin

- Manage budgets, control and report expenditures according to WeForest internal regulations
- Oversee staff insurance, pension and payroll according to Malawian legislation and WeForest standards

Human Resource

- Supervise and coach WF teams with leadership and exemplarity
- Drive recruitment process and contract management processes
- Support performance appraisal procedures
- Safeguard staff wellbeing

REQUIRED SKILLS & QUALIFICATIONS

a. Education:

- Essential: **Post-graduate qualification** in Social Sciences / International Development / Conservation / Natural Resources Management / Development Economics or a related field or equivalent experience.

b. Work experience and skills:

Essential:

- 7+ years relevant work experience, with demonstrated experience in leading teams and innovating strategy
- Demonstrated experience in (agro)forestry, agriculture and/or community-based natural resource management incl. community-based governance and community-based law enforcement
- Demonstrated experience in representing an organization towards national authorities, international and local partners
- Track record in management of complex multi-year budgets
- Experience with training and coaching of small field teams

Desirable:

- Track record with gender-sensitive participatory, governance and inclusion approaches (FPIC, social safeguards)
- Acquainted to Forest Landscape Restoration (FLR) and Market Systems Development approaches (MSD)

c. Language: Fluent in English (both speaking and writing); Chichewa is a plus but not essential

d. Other requirements

- Driving licence
- Offices in Mulanje and Phalombe. This position requires to be based in Mulanje full-time for as long as the organisation has a main focus on the Mount Mulanje Biosphere Reserve.



- Flexible in terms of travelling and working conditions

POSITION WITHIN WEFORREST

This position reports to the Global Programs Director, working closely with HR, Finance, Fundraising HQ departmental teams.

HOW TO APPLY

Please apply by sending your application in English to recruitment@weforest.org with your **CV, a motivation letter and the contact of 2 recent references by 9th April 2024.**

Your cover letter should answer the following questions:

- What led you to apply for this position?
- What is the most important technical ability you would bring to the role and what would you need to develop to successfully fulfil this role?
- What is your most important personal characteristic that would help you succeed in this role?

Due to the anticipated high number of applicants, only shortlisted candidates will be contacted for an interview.

If you feel up to the challenge, contact us!