



OXFORD HR
SEARCH FOR A BETTER WORLD

Biodiversity Director

November 2022

IDDRI

An aerial photograph showing a light-colored, winding road that forms a large, stylized 'S' shape through a lush green forest. The road is surrounded by dense trees and vegetation, with some rocky patches visible along its edges.

A word from the Executive Director

Do you want to make a difference in biodiversity protection? IDDRI is the place to be; one of just three world-class think tanks actively involved in second track diplomacy for global biodiversity governance.

After COP15, we will have supported the best (albeit, of course, insufficient) multilateral framework attainable in a very polarised world; and we will be at a crossroads, deciding where to focus our energy in order to advance diplomatic negotiation and at what scale: European, national or supranational.

Join us at IDDRI to contribute in defining our new Biodiversity strategy – where to best use our legitimacy and our prominent position to drive change at the right scale and in the right fora – and implementing it along with an agile team of experts and influencers, with a diversity of backgrounds, committed to make a change for biodiversity and ensure prosperity for all.

By joining us, you will also contribute to the institute's overall impact capacity, that relies on its interventions in all major sustainability issues (climate, biodiversity, ocean, financing Agenda 2030, EU Green Deal, food system transformation, energy system transformation...).

I look forward to hearing more about you!



Sebastien Treyer,
Executive Director

About IDDRI

We are a world-leading think tank that aims to strengthen international cooperation for a prosperous future for all, compatible with the limits of the planet, in both the North and the South.

To do so, we propose change trajectories based on rigorous research and ongoing dialogue with experts and stakeholders from around the world, bringing their knowledge of the specific challenges of their country and helping to forge a common vision.

To date, IDDRI is 22 years old. Our organisation brings together around fifty employees and works with a large network of think tanks and partner universities around the world. It is organized around 7 programmes: Climate, Biodiversity, Ocean, Agenda 2030, Deep Decarbonization Pathways, Agriculture, and Lifestyles.

www.iddri.org



The Role

Title: Biodiversity Director

Reporting to: One of two Co-Directors of Programmes

Location: Paris – rue du Four (Saint Germain des Près)

Contract: CDI

This is an exciting opportunity to join a highly respected, connected and innovative think tank at the heart of the policy debate on biodiversity governance.

IDDRI is looking for a Biodiversity Director, ready to take on the challenge of developing the new impact strategy on Biodiversity protection, building on IDDRI's existing networks, on its past and ongoing interventions and on an analysis of the current changes in global governance and the outcomes of COP15 of the CBD.



Biodiversity as a key priority for IDDRI

Since its creation in 2001, IDDRI has always considered climate, biodiversity and development as three intertwined issues and has based its intervention on these three pillars.

After a strong investment in second track diplomacy at the service of the most ambitious agreement possible at CBD COP15, IDDRI is developing a renewed strategy for its Biodiversity programme that serves the ultimate goal of stopping biodiversity degradation. With an anchor point in international cooperative efforts, the renewed IDDRI Biodiversity strategy will focus on the leverage points that could have the most impact on unlocking the transformation towards nature-positive economies and societies.

Two other strong investments of IDDRI that contribute to the aim of protecting biodiversity are the Ocean programme, aimed at fostering global and regional cooperation to conserve

and sustainably use marine biodiversity, and the Agriculture and European policies program, that seeks to align European policies with a transformation pathway to nature-positive and climate-positive European food systems.

Of particular importance will be the challenges of implementing international commitments, and how additional international cooperation efforts could ensure a more effective and a more rapid impact on stopping biodiversity degradation. This includes, in particular, issues related to the dynamics of land use intensification in agroecosystems, as well as land use change and land use planning, beyond the sole focus on the goal to have 30% of land in protected areas.

Mission

In close cooperation with the two Co-Directors of Programmes, and reporting to one of them, the Biodiversity Director is responsible for IDDRI's impact on biodiversity issues.

To achieve this, the Biodiversity Director leads a team of researchers and will support them in their capacity development and the achievement of their mission.

They are responsible for the high quality of the unit's impact strategy with a view of influencing policy debates and decisions. They ensure the scientific quality of IDDRI's outputs in the field of biodiversity and contribute to the Institute's fundraising efforts.

They will also contribute to the development and implementation of the Institute's overall vision and strategy and will work in close cooperation with the other services and teams in IDDRI; with the other thematic units, the communications department for the promotion and implementation of the impact strategies and with the administrative services (fundraising, human resources, general support services).

Responsibilities

Impact strategy development and implementation:

Within the terms of the overall strategy, and in collaboration with the team, you will develop the impact strategy of the Biodiversity unit, be responsible for its implementation and the regular evaluation of its achievements with a view of fostering collective learning and making any necessary adjustments. You'll also contribute, under the leadership of the Co-Directors of Programmes, to the general development of IDDRI's overall work programme.

Supportive and effective team management:

This will involve contributing to the collective understanding and ownership of IDDRI's strategy and fostering the team and collective spirit in the organization. You will also provide effective support and coaching to team members, including direct support to researchers in the content and methodological approach of their work.

Intellectual outputs:

Besides ensuring the scientific and policy relevance of the unit's strategy, you'll be in charge of

developing networks and dialogues with relevant stakeholders (public and private, NGOs, etc.) and also conceive and when necessary, lead research programmes with IDDRI's key partners.

Communication and representation:

Your role involves a good level of influencing. This requires representing IDDRI in high level meetings and the media, as well as ensuring the team's participation in the relevant technical and policy arenas. You'll also define, in cooperation with the Communications team, an impactful communications strategy.

Fundraising, finance, and overall management:

You'll be responsible for proposing the allocation of resources in support of the strategy and within the means and overall constraints of the Institute. You will manage and report on the unit's budget, develop and implement the unit's fundraising strategy, and contribute to IDDRI's overall core funding.



Qualifications required

- Master's degree in a field closely related to biodiversity; A PHD would be an additional asset
- 8 years of experience in a similar organization (think tank, NGO) or in the public or private sector. A combination of experiences would be an asset
- At least 3-4 years of successful management experience
- An experience of global governance processes or national / regional policy processes and networks relevant for biodiversity

Required skills and competencies

- Strong strategic thinking with the ability to develop impact strategies and to be innovative and decisive.
- Capacity to prioritize the policy and political processes that would have the most impact for biodiversity protection
- Experience in the academic and political debates on the impact on biodiversity of different land use, land use change and land use planning
- Good team and project (including budgets) management skills
- Fundraising and managing successful partnerships
- Excellent interpersonal and communication skills (written and oral) including debating and public speaking skills
- Strong team player, combining scientific rigor with a flexible and cooperative spirit
- Open to debate, answerable, and able to take a step back to ensure greater overall insight
- Fluent in English (native or C1 level) and a reasonable command of French (with the potential for holding debates in French within a year).





What will you find at IDDRI?

You will join a high-performing think tank that has grown to be very influential in both the French and International arena, while retaining its agility and great level of intellectual freedom.

You'll be in a team that combines science and research-based advocacy with approaches to effectively foster the policy and practice changes where they need to happen, ensuring that real policy and sustainable impact is at the core of IDDRI's work.

Staff at IDDRI enjoy the institute's values and ways of working that promote collaborative approaches at all levels, encourage staff to be propositional and innovative, foster great intellectual debates and personal development. This contributes to a pleasant working environment that is not afraid of robust exchanges because they always remain respectful.

IDDRI is very keen to bring more diversity into the team and is encouraging qualified persons from diverse nationalities and backgrounds to consider this role.

The contract type is CDI (contract with indefinite duration) and involves a four-month probational period.

IDDRI's terms and conditions offer a fair and competitive salary scale and French working conditions apply that involve : 37,5 hours/week, 8 weeks annual leave, in addition to public holidays, Social security and complementary medical coverage, lunch subsidy (app. 1000€/year), contribution to public transport costs, etc.

Last but not least, IDDRI's office is located in the heart of Paris' quartier Saint Germain, a particularly pleasant location in the French capital, with very easy access by public transports

How to Apply

All correspondence, at this stage, should be via Oxford HR.

To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter in two different documents. The CV should be up-to-date and no more than 2-3 pages.

The documents should be saved in MS Word in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) -Organisation-role e.g., Sara-Musa-CV-12-22-IDDR-Biodiversity-Director or Sara-Musa-CoverLetter-12-22-IDDR-Biodiversity-Director.

The cover letter should be no more than 2 pages long – bullet points are acceptable. It should explain:

- why you are interested in this role.
- why you are interested in IDDR
- how your skills and experience make you a good fit for the role. For guidance on preparing a statement, please see [here](#).

Timeline

Closing Date:
2nd January 2023

Preliminary interviews with Oxford HR:
Weeks of 9 to 14 or 16 to 21 January

Final panel interviews:
TBC

Selection process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder. Shortlisted candidates may be required to undertake an additional assessment prior to the final interview.

Equality Statement

Equality and diversity are very important for IDDR. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.





About Oxford HR

Oxford HR operates globally- mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our client.

OXFORD

46 Woodstock Road

Oxford

OX2 6HT

United Kingdom

+44 (0) 1865 985 457

LONDON

5 Tanner Street

Bermondsey

London

SE1 3LE

United Kingdom

+44 (0) 20 7939 7451

AMSTERDAM

Korte Schimmelstraat 12

1053 SZ

Amsterdam

The Netherlands

+31 (0) 683 334 473

NAIROBI

Workify Africa

ABC Place

Waiyaki way

Nairobi

Kenya

+254 (0) 797 233 217

SINGAPORE

7500A Beach Road

#04-326

The Plaza

199591

Singapore

+65 9114 1439



OXFORD HR
SEARCH FOR A BETTER WORLD

www.oxfordhr.co.uk | Company No. 6456325