

## Person Specification

### WDC Position: Director of Policy

|                                                                                                                                                                             | Essential | Desirable |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| <b>Experience</b>                                                                                                                                                           |           |           |
| Minimum five years experience at a professional level in an NGO or similar body                                                                                             | X         |           |
| Extensive experience working in an international conservation or animal protection organisation                                                                             |           | X         |
| Successful record of external representation with media, lobbying and advocacy                                                                                              | X         |           |
| Experience of programmes and campaigns working across multiple countries                                                                                                    | X         |           |
| Experience of working in a dynamic and multi-cultural organisation                                                                                                          |           | X         |
| <b>Skills and Abilities</b>                                                                                                                                                 |           |           |
| Excellent communication, writing/editing, networking and interpersonal skills                                                                                               | X         |           |
| Demonstrated leadership in advocacy, policy, strategy development, communications and campaign implementation                                                               | X         |           |
| Fluency in English and another language (German or Spanish preferred)                                                                                                       |           | X         |
| Track record of leadership, diplomacy, and decision making                                                                                                                  | X         |           |
| Ability to meet deadlines under pressure                                                                                                                                    | X         |           |
| Budget management                                                                                                                                                           | X         |           |
| Able to provide vision and direction                                                                                                                                        | X         |           |
| <b>Knowledge</b>                                                                                                                                                            |           |           |
| Knowledge of current international conservation and advocacy trends preferred                                                                                               | X         |           |
| Knowledge of the international conservation conventions and treaties applicable to cetaceans preferred, but general knowledge of the workings of international conventions. | X         |           |
| <b>Qualifications/Education/Training</b>                                                                                                                                    |           |           |
| Masters level degree or equivalent experience                                                                                                                               | X         |           |
| <b>Other requirements</b>                                                                                                                                                   |           |           |
| Location is flexible                                                                                                                                                        |           |           |
| Extensive international travel will be required                                                                                                                             |           |           |
| <b>Legal requirements</b>                                                                                                                                                   |           |           |
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