



WRI INDIA

SUSTAINABLE LANDSCAPES AND RESTORATION DIRECTOR, INDIA

The Leader We Are Looking For

The Sustainable Landscapes and Restoration (SLR) program was established in 2015 to develop and deploy evidence-based, scalable solutions for improving India's forest and tree-cover in ways that secures critical environmental services including food security, biodiversity conservation, water security, and carbon sequestration while also transforming rural economy. The program is aligned with the Government of India's priorities and commitments to forests, climate change, as well as inclusive and sustainable development. We collaborate with national and State governments, district administration, civil society organisations, academic and research institutes, as well as the private sector in delivering a three-part approach: Count it: This involves building and sharing credible, accessible and timely evidence, designing methods and tools that can support policy implementation, as well as building data platforms. Change it: This involves developing proofs of concept that demonstrate how change is possible. Scale it: Through strategic partnerships such as those with India's National Bank for Agriculture and Rural Development (NABARD) and strong influence strategies that can deliver policy action we are on the road to delivering impacts at scale.

Ideal person for this position would be a good fundraiser, strategist, communicator and team manager. WRI India is seeking a creative and multi-talented expert, to lead the development of a comprehensive and compelling SLR strategy for WRI India. This will require a consideration of structural and geographical challenges being faced and an identification key entry points for leveraging change. This position report to the Country Director of WRI in India and the CEO of WRI India.

What is WRI?

World Resources Institute (WRI) is an independent, nonprofit global research organization that turns big ideas into action at the nexus of environment, economic opportunity and human well-being. We are working to address six critical challenges that the world must overcome in order to secure a sustainable future for people and the planet: climate change, energy, food, forests, water and sustainable cities. Founded in 1982, WRI has a global staff of nearly 700 people with work spanning 50 countries. We have offices in Brazil, China, Ethiopia, Europe, India, Indonesia, Mexico and the United States.

The foundation of our work is delivering high-quality research, data, maps and analysis to solve the world's greatest environment and international development challenges and improve people's lives. We work with leaders in government, business and civil society to drive ambitious action and create change on the ground. Equally important, we bring together partners to develop breakthrough ideas and scale-up solutions for far-reaching, enduring impact.



The World Resources Institute India (WRI India) is an Indian environmental organization with experts and staff who work closely with leaders to turn big ideas into action to sustain a healthy environment – the foundation of economic opportunity and human well-being. WRI envisions an equitable and prosperous planet driven by the wise management of natural resources and aspires to create a world where the actions of government, business, and communities combine to eliminate poverty and sustain the natural environment for all people.

WRI India aims to help solve the four most urgent challenges in India – rapid urbanization, the increasing demand for energy, responding to climate change and the large-scale degradation of natural resources. Almost 100 experts and staff across three office locations – Mumbai, Bangalore and Delhi – deliver these ambitious goals. WRI India is supported by WRI’s international offices, to ensure that the global organization’s experience can be brought to bear within the context of India. WRI India has the capacity to convene key stakeholders, and forge strategic partnerships with governments, business, foundations, civil society organizations, institutes and NGOs, to scale-up solutions that can bring game-changing results for the sustainable management of natural resources in India.

Responsibilities:

The Director is responsible for the development and implementation of programmatic strategy including, but not limited to the following:

1. Fundraising and financial management

Working closely with the institutional development team and the global forests team, the director will be required to:

- Identify funding opportunities and cultivate domestic as well as international funders
- Develop ideas, concept notes, proposals and pitches
- Ensure timely grant delivery and end of grant reporting
- Manage regular communications with funders
- Update and manage the financial budget of the SLR team on an ongoing basis, liaising with the Internal teams and keeping senior management of WRI India and the Global Restoration Initiative informed of the team’s financial position as well as impending budgetary issues and fundraising opportunities

2. People and Program Management

WRI is a highly matrixed organization. The Director in India is not only the programmatic team leader in India but also part of WRI India senior management and the management team of the Global Restoration Initiative. As part of this role, the Director will be responsible for:

- Identifying, recruiting, and retaining talent in India
- Identify, develop and implement projects to deliver large-scale, high impact outcomes.
- Ensuring high levels of team motivation in India and fostering a culture of excellence



- Facilitating effective collaboration across the matrix, including with other programs, centres and international offices
- Executing other tasks as directed by WRI India Country Director and Global Forest Restoration Director/Deputy Director.
- Contributing to the management of the Global Restoration Initiative through its global management team, consisting of representatives from 8 countries, including India.
- Participating in the WRI India office management as its management team member, and contribute to WRI India development in line with the WRI strategy.

3. Research and Thought leadership

The Director will be responsible for establishing WRI India as a thought leader in the space of sustainable landscapes and restoration. This will involve:

- Analysing and distilling research findings to inform legislators, regulatory agencies, or other stakeholders.
- Identifying the data and methods needed to produce robust, unbiased research that addresses knowledge gaps and informs influence strategies.
- Cultivating relationships that expand the audiences for knowledge products and their uptake of tools and research produced by the directorship.
- Authoring or co-authoring knowledge products and review and provide constructive feedback on knowledge products produced by other WRI India and global initiatives.
- Ensuring high standards of research and publications, in line with the institutional Science & Research practice
- Representing the organisation in multiple forums both in India and internationally.
- Writing and reviewing reports/publications, study reports, memoranda, briefs, testimonies, or other written materials to inform policy and practice
- Engaging with social and traditional media effectively

4. Partnerships and Networks

Partnerships across different levels – local, state, national and international- as well as across government, private and civil society sectors are a core part of WRI's approach to scaling. The Director will be responsible for:

- Energizing and strengthening existing partnerships;
- Regularly communicate with external stakeholders to ensure our works will lead to on-the-ground change and to bring the outcomes to scale.
- Strategic development of the program by Identifying, new opportunities, outcomes, new partners and establishing strong collaborative relationships
- Convening committees, technical working groups and experts who can elevate WRI's impact in India



Key Competencies

- An advanced degree in management, forestry, conservation, ecology, development studies, environment policy, sustainability or development economics.
- Keen understanding of the Indian policy and economy context
- At least 13 years of relevant work experience since completion of a Master's degree, with at least 5 years of progressive program management experience. Familiarity with the operating models of NGOs is essential.
- Proven ability to provide vision and superb strategic thinking skills to identify strategic projects, drive transformative change, and bring outcomes to scale.
- Demonstrated ability to fundraise with domestic and international funders. Track record on raising large-scale, multi-year funds with broad connections with funders, both domestically and internationally is essential.
- Experience in working directly with relevant ministries
- Experience with stakeholder engagement, convening, and partnership management.
- Demonstrated research experience and an understanding of how to translate research to policy and practice, for impact
- High ability to network and establish partnerships critical for scaling
- Proven capabilities of working with highly talented, interdisciplinary, globally dispersed teams. Demonstrated ability to successfully motivate and manage teams.
- Superior management skills, including project management, staff supervision, and financial management.
- Excellent verbal and written communication skills with a proven ability to translate complex technical concepts into messages suitable for a generalist audience
- Outstanding ability to communicate clearly, passionately, and compellingly to a wide range of audiences, especially high-level decision-makers from government, the private sector, and civil society.
- Fluency in English and in Hindi

Essential

Willingness to travel for at least 30 percent time, in India and internationally

Willingness to adjust work hours as per requirements of a globally dispersed team

Final candidates will be required to take a writing test. Also required to produce **two writing samples.**

Salary and Benefits: Salary is commensurate with experience and skills. WRI offers a generous, comprehensive benefits package

Position reports to:

- Primary (Anchor) reporting to India Country Director
- Secondary (Strategy) reporting to Global Restoration Director

Duration: Full-time regular

Location: Delhi, India



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To Apply: Qualified applicants should apply online at www.wri.org/careers. All applications must be submitted online through this career portal in order to be formally considered.

WRI is an Equal Opportunity Employer, it is WRI's policy to recruit, hire, and provide opportunities for advancement in all job classifications without regard to race, color, religion, sex, national origin, age, citizenship, marital status, sexual preference, parental status, or disability. WRI's global agenda requires a staff that is diverse – with respect to race, gender, cultural, and international background. Diverse perspectives and experience enhance the way WRI selects and approaches issues, as well as the creativity and applicability of WRI's policy research and analysis. WRI, therefore, encourages applications from U.S. minorities, persons from other countries (especially developing nations), and from women of all backgrounds.