



CANDIDATE INFORMATION PACK
Thailand Country Director
WWF



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Role Summary

Organisation:

WWF

Job Title:

Thailand Country Director

Reports to:

Southeast Asia Regional Director

Job Type:

Fixed-term contract | 3 years |
Full-time

Expected Salary:

A competitive non-profit salary
and benefits are provided.

Location:

This role is based onsite in Bangkok,
Thailand

Direct Reports:

- Conservation Director,
- Country Finance Manager,
- Head of People and Culture,
- Head of Communications,
- Monitoring and Evaluation
Manager,
- Corporate Engagement Manager,
- ESSF Manager

[The full position description can be found here.](#)

Background Information

WWF, an independent conservation organisation active in nearly 100 countries, works to sustain the natural world for the benefit of people and wildlife. WWF seeks to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainable. From individuals and communities to business and government, WWF is part of a growing coalition calling on world leaders to set nature on the path to recovery by 2030.

Based in Bangkok, WWF Thailand began its operations in 1995, and its mission is the conservation of the country's wide variety of ecosystems; wildlife, forests, freshwater, oceans, addressing plastic pollution, and ensuring sustainable conservation practices for local communities. Threats to biodiversity in Thailand include poaching, deforestation, and illegal timber harvesting, destructive fishing practices, pollution, and major infrastructure development. WWF works to protect Thailand's incredible ecosystems and the important and iconic species that they harbour, for the future benefit of people and nature.



Find out [more about WWF Thailand here](#).

Key Responsibilities

In this high-influence role reporting to the Southeast Asia Regional Director, The Country Director leads a cross functional team to deliver the institutional development strategy and all program areas in collaboration with the WWF global network. Your role leads conservation, impact and innovation, finance and administration, risk and compliance, ESS, people and culture, communications, and advocacy. You are also responsible for partnerships, representation, and fundraising, and you will play a critical role engaging with capital and district level government. Other responsibilities will include:

- Strengthening WWF's profile in Thailand and influencing policy decisions.
- Executing operational transformation and process improvement initiatives.
- Developing and executing an effective, robust local fundraising strategy.
- Actively affirming and modelling WWF's behaviours, values, and culture.



The Candidate

With an advanced degree, ideally in conservation/environmental fields, business management, or a related discipline, you bring significant senior level technical conservation organisational leadership experience gained in an NGO, or comparable organisation, in Thailand. A strategic decision-maker and systematic operations and program leader, your experience includes forging successful collaborations with external partners in Thai governments, inter-governmental institutions, business and industry, NGOs, and local communities, and it has driven conservation impact at scale. You also bring:

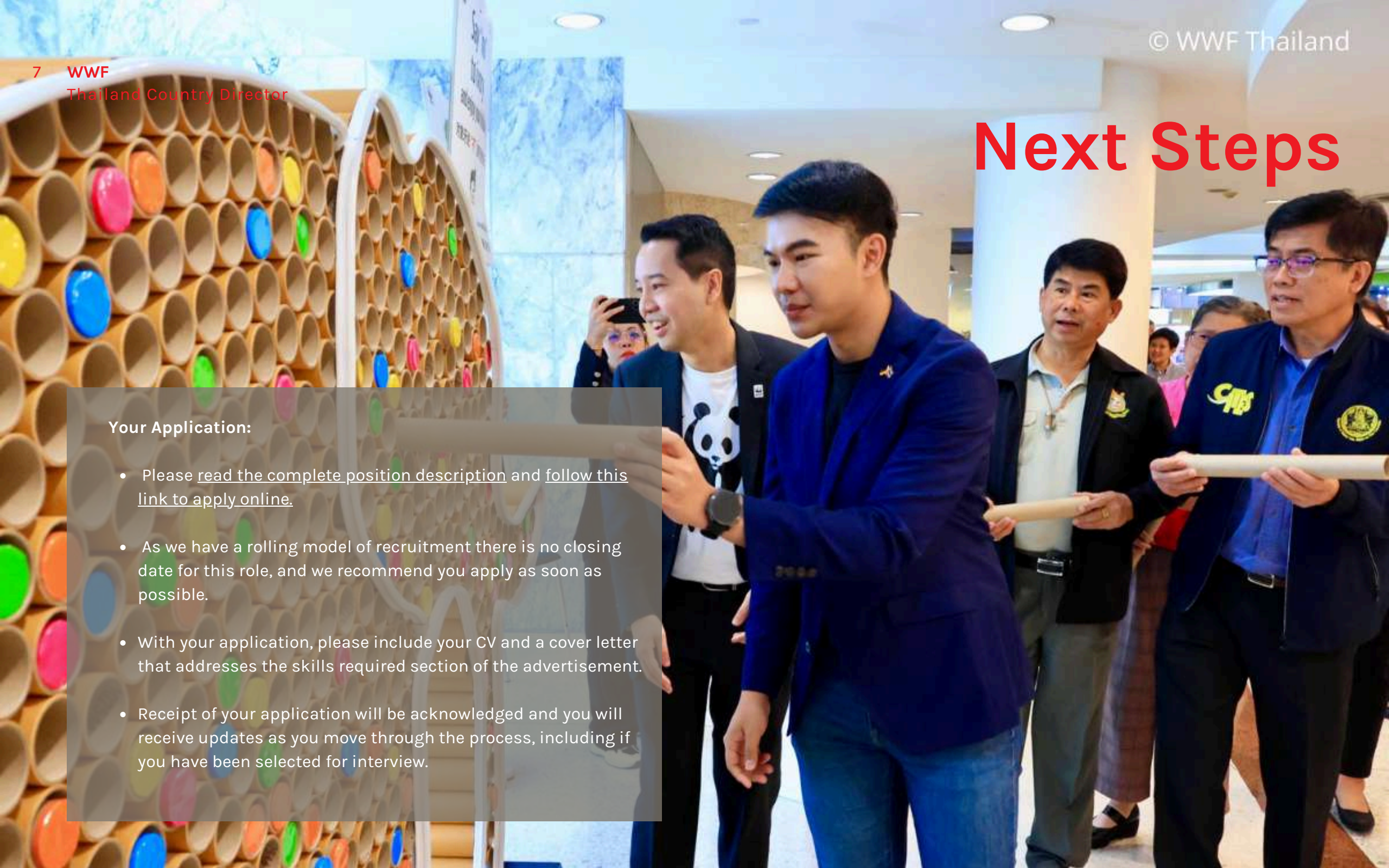
- Success delivering robust resource mobilisation strategies across major donors, industry, and corporates.
- Demonstrated experience delivering positive change management initiatives.
- Multi-disciplinary leadership skills; ability to engage and develop senior management teams.
- Skilful proven diplomacy to engage government and business at the highest levels.
- Advanced Thai language proficiency (verbal and written) and business level English.

[To apply please follow this link to the NGO Recruitment website.](#)

Next Steps

Your Application:

- Please [read the complete position description](#) and follow [this link to apply online](#).
- As we have a rolling model of recruitment there is no closing date for this role, and we recommend you apply as soon as possible.
- With your application, please include your CV and a cover letter that addresses the skills required section of the advertisement.
- Receipt of your application will be acknowledged and you will receive updates as you move through the process, including if you have been selected for interview.



What is the close date for applications?

As we have a rolling model of recruitment, we assess applications as they are submitted; this means that we do not recruit to closing dates and recommend you apply to the opportunity as soon as you can to ensure you don't miss out. [Please use this link to apply.](#)

Is my background suitable for the role?

Our clients brief us extensively on their roles; when writing the advertisements, we take great care in outlining the brief and gaining our client's approval before publishing. When considering your experience and suitability for a role, we encourage you to have a close look at the "Key Responsibilities" page; if you identify with what's outlined, please submit your application.

We recommend thoroughly reading the "Candidate" page of this document when writing your 1-2 page cover letter, as we have included the key essential competencies of a successful candidate there.

Once candidates are shortlisted, the client or role may require a more detailed response to the selection criteria within the job description; we find this saves you time on the application process.

Can you tell me more about what the client is looking for?

The best way to self-assess your suitability for the role is to [read through the full position description](#), the "Key Responsibilities" and the "Role" sections of this document.

We have in-depth discussions with any successful candidates and provide you with a full brief before any interviews you may have with our client.

Can you consider someone part-time?

No, this is a full-time role.

Can you tell me more about the client?

Please note that that WWF - Thailand is part of WWF. To get to know the client a bit better, we encourage you to [visit the WWF - Thailand website](#) and [explore the WWF LinkedIn page](#).

When is the start date?

Recruitment has commenced for this role, which means our client is ready to select the right person; this should happen within the coming weeks as we move through the process. Clients prefer that the successful candidate starts as soon as they have worked out their notice period, however the start date is usually able to be negotiated.

Location/can you consider a remote worker?

No, this role is based in WWF's Bangkok office and field office locations with travel. A remote worker is not considered.

Salary guide

A competitive non-profit salary and benefits are provided.

What are the key objectives for the board/future direction of the organisation / key challenges in the role / is it a newly created role / why is the position available etc.

We will answer these sorts of questions as part of the discussion we have with the identified candidates of interest; however, we use the advertisement's tone to indicate if the client has a growth agenda or is looking for someone to bed down current programs. If it is a newly created role, we will state this within the advertisement or position description. Any research you may have done through the suggested channels above will also give you insight into the intentions for a role within their organisation.