



Director, EDF de Mexico
Environmental Defense Fund de Mexico
Oceans Program, Sustainable Fisheries Project, La Paz,
Mexico

With world attention focused on both the environment and the economy, Environmental Defense Fund is where policymakers and business leaders turn for win-win solutions. This leading green group, founded in 1967 has tripled in size over the past decade by focusing on strong science, uncommon partnerships and market-based approaches. You can be part of a vibrant workplace that welcomes diverse perspectives, talents and contributions, where innovation and a focus on results are a way of life. With programs from Boston to Beijing, Environmental Defense is the only environmental group to receive an A rating from *Wired* magazine

Oceans Program: The Oceans Program works to find constructive solutions to the most critical problems threatening the world's marine environments. At the national and regional levels, our team of scientists, attorneys and economists are tackling land-based sources of ocean pollution and working with fishermen to establish fair and sensible limits on their catch that will allow fisheries to recover. Our Oceans Program focuses on safeguarding marine ecosystems and fisheries in the North and South Atlantic, Gulf of Mexico, Pacific, Gulf of California and the Caribbean.

The Gulf of California Sustainable Fisheries Project: This project presents a plan developed in consultation with Mexican and US partners to apply catch shares fisheries management in a select number of fisheries in the Gulf of California, build a pipeline of candidate fisheries for cultivation and future action, develop the human and institutional resources required for implementation, strengthen the legal and regulatory environment that makes change possible, and explore new ways to finance the costs of transition to sustainability. The effort we propose is a consequence of a groundbreaking partnership EDF, the World Wildlife Fund (WWF) and Noroeste Sustentable, NOS have cemented with CONAPESCA (Mexican Commission for Aquaculture & Fisheries Management) and INAPESCA (Mexican Institute for Fisheries) over the past three years. It is an opportunity to introduce catch shares fisheries management and similar tools across Mexico and in other countries.

Overall Function: The Mexico Director will work in Environmental Defense Fund's Latin America & Caribbean program within the Oceans Program to promote, develop and implement sustainable fisheries management in Mexico. The Mexico Director should demonstrate his/her ability to manage teams and affect environmental policy change. He/She will report directly with Director of the Latin America & Caribbean program.

Primary Duties and Responsibilities

Strategic Leadership

- Oversee the development and implementation of catch shares systems as an innovative solution for fishery management in the Gulf of California, in close collaboration with our main partners (CONAPESCA, INAPESCA, WWF, NOS).

- Forge alliances among stakeholders and interest groups to help build regional and national coalitions, and promote catch shares systems in the fisheries sector.
- Work with the LAC Director to set objectives and strategies; assist in translating these strategies into work plans.
- Coordinate the region's work in full collaboration with project team, NGOs interested in catch shares in the region, and other federal, state fisheries and conservation agencies.
- Remain abreast of new systems, technologies and management strategies designed to eliminate overfishing, rebuild depleted fisheries, and strengthen commercial and recreational fishing communities through the adoption of catch shares or other innovative and effective management measures.
- Promote an organizational culture and structure that fosters communication, collaboration, teamwork, and trust.
- Participate effectively in science, policy, and communications team discussions.
- Ensure the sharing of knowledge with the other Latin America and Caribbean programs.

Staff and Project Management

- Manage EDF de Mexico staff, including the oversight of the annual evaluation process, and personal development plans for staff.
- Foster a creative and effective team environment.
- Manage regional staff and consultants who are working directly on fisheries management advocacy and projects located throughout the region.
- Evaluate the progress and effectiveness of EDF staff in meeting goals and objectives.
- Monitor progress of the project to ensure milestones are met. Ensure timelines, deliverables, outputs and budget projections are met.
- Develop, review and update the budget and strategic planning documents as well as individual work plans for all major program initiatives in the region, as necessary.
- With the LAC Director and pursuant to consultation with program staff, negotiate consultant and other provider contracts and monitor contract deliverables for timeliness and quality.
- Report and make recommendations to the LAC Director and the LAC Senior Program Manager regarding progress, obstacles, and resource needs.
- Facilitate consistent and effective communications and coordination both within the region and with the project staff and core team to maximize the efficiency of operational support.

Other

- Represent Environmental Defense Fund and project to government, fishing communities, and other stakeholders.
- Respond to requests from the Executive Team, Development, Finance, and other EDF departments for information or assistance.
- Draft proposals, white papers and concept documents for funders, and other external audiences.
- Work with the Latin American & Caribbean Program Director and EDF's development officers to identify potential funding sources and secure grants to help expand the program and develop new business opportunities.

Professional and Personal Qualifications:

- Master's or PhD degree in a related field, such as environmental management, business administration, or public policy with a quantitative focus.
- Background in marine sciences and conservation, and strong knowledge of Mexican fisheries issues, would be a plus.
- At least five years of project management experience, including overseeing personnel, managing a project timeline and budget, and meeting deadlines.
- Ability to use a multi-disciplinary approach to win positive environmental change.
- Experience working in multi-cultural environments and in developing countries, particularly Mexico.
- Specific knowledge of Mexican political landscape.
- Excellent written and oral communication skills in both English and Spanish.
- Fluency in Spanish and English is required.
- Proven ability to work in a multi-tasking and stressful environment.
- Ability to think critically and solve complex problems by implementing innovative solutions.
- Ability to work with and communicate complex concepts to colleagues and partners of varied backgrounds and experience.
- Ability to prioritize and manage unexpected issues.
- Experience working with Mexican government and NGOs a plus.
- Proven ability to build a network of stakeholders and support for a project.
- Ability and willingness to travel to the United States, Canada and other countries of Latin America (at least 6 times per year).
- Ability to travel in and around Mexico monthly.
- Eligibility to work in Mexico.

Application: Interested applicants who are eligible to work in Mexico should submit their cover letter, resume and salary requirements to jobs@edf.org.

Environmental Defense Fund is an Equal Opportunity Employer. Women, minorities and the physically challenged are encouraged to apply.

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