

**Why we are here**

To stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature.

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Job Description

WWF-Australia

ABN 57 001 594 074

Job Title	High Seas Regional MPA Lead
Department	Regeneration
Sub Department	Regenerative SaltWater (Oceans)
Job Matrix Group	N/A
Job Matrix Level	7
Reports to	Senior Manager, Oceans Policy
Direct Reports	Nil
Location	WWF-Australia Office/location negot.
Job Type	Full Time Maximum Term Contract
Contract Period	2 years
Hours per week	38
Award Coverage	Award Free
Approval	Head of People and Property
Approval Date	02/07/2026

Organisational Context

For over 60 years, WWF has been a powerful voice for nature and communities. We are a values-driven and diverse global network of local organisations working in 100 countries. We work as a catalyst with communities, First Nations, governments, businesses, innovators, and philanthropists towards our global mission: to build a world where people live and prosper in harmony with nature.

- WWF-Australia uses our expertise to conserve biodiversity, empower communities and halt climate change in Australia and the Asia-Pacific region. With the knowledge and traditions of First Peoples and local communities, together we can bring change on a global scale for climate, nature, and people. Join us and help Regenerate Nature by 2030.
- WWF-Australia's strategy requires all staff to support the delivery of our objectives which aim to catalyse regeneration towards 2030 across the following strategic priorities: Regenerative



Sky (Climate), Regenerative Country (Land) and Regenerative Saltwater (Oceans) - that deliver inclusive conservation outcomes. These three solution pathways are enabled by a focus on Mobilising Millions, a Regenerative Economy and ensuring a Future Fit Organisation.

**Department
Context**

WWF-Australia's Saltwater Program aims to rally our region to safeguard our oceans and blue foods, create safe passages for marine wildlife and support coastal communities.

Job Purpose

The Lord Howe Rise and South Tasman Sea (LoHST) region is one of the world's most ecologically significant marine areas, spanning approximately 3.8 million square kilometres between Australia and Aotearoa/New Zealand. An alliance of six leading environmental organisations are collaborating to build the ecological and cultural case for designation of a network of Marine Protected Areas under the new United Nations High Seas Treaty (formally known as the BBNJ Agreement under UNCLOS). This role provides strategic and operational support to the Alliance, working closely with and under the guidance of a Steering Group comprising representatives from Greenpeace, the High Seas Alliance, BirdLife, the Deep Sea Conservation Coalition, the Marine Conservation Institute and WWF to ensure overarching coherence and alignment of all activities.

This role is employed by WWF-Australia, which is responsible for all employment matters, and will work in close collaboration with, and guided by, the strategic priorities set by the Alliance Steering Group.

**Key
Accountabilities**

- Contribute to strategic discussions and decisions of the Steering Group and/or funders, including analysis and advice on coordination, financial and alignment across LOHST work.
- Support and coordinate Alliance members' implementation of the campaign strategy to ensure timely delivery and optimal collective impact.
- Support Alliance members in the coordination, organisation, and execution of events, meetings or activities associated with the campaign.
- Develop and manage knowledge sharing systems, processes and platforms to support advocacy efforts by Alliance members, both individually and collectively.
- Coordinate joint discussion papers, briefs and submissions on relevant matters for use by Alliance members.
- Coordinate monitoring and evaluation of the campaign including working with ENGOs to adapt campaign strategies when needed.
- Work in partnership with Alliance members to help create rich conservation content to engage public audiences, influence policy, and mobilise financial support.
- Collaborate with Alliance members to identify, help secure, and manage funding and associated reporting requirements.

**Job Level
Responsibilities**

- Contribute to strategic and/or operational planning, systems, processes, delivery and reporting.
- Prioritise key activities for support and communicate priorities and capacity constraints clearly to all Alliance members.
- Undertake contracting of service providers, for example research and legal services.
- As part of WWF's commitment to innovation, ethical practices, and continuous improvement, responsibly engage with and leverage AI to support campaign strategy and execution.
- Perform budget administration, risk and quality management, and reporting.
- Represent the Alliance as a functional/technical expert or authority within discipline, as a spokesperson and presenter.
- Remain abreast of the evidence base relevant to the work of the Alliance and the geographies in and around the Lord Howe Rise region.



- Align own work with the LOHST Alliance Terms of Reference.
- Comply with legislation, standards, policies and practices, particularly Advocacy with Excellence, Information Security, Conservation Project and Program Management. health and safety, child protection, security, sustainability, and equal employment opportunity.
- Align own work with WWF's mission, Guiding Principles, Brand and I-CCaRe Values – Integrity, Collaboration, Courage and Respect.

Relationships & Communications

High-level teamwork skills and a collaborative approach to complex advocacy will be essential to the incumbent's success in this role. The High Seas MPAs Project Manager role works closely and continuously with organisations that are members of the Alliance, as well as other organisations that may collaborate with the Alliance or its members on an ad hoc basis. Key relationships include:

- Greenpeace, the High Seas Alliance, BirdLife, the Deep Sea Conservation Coalition and potentially individual members of the High Seas Alliance and Deep Sea Conservation Coalition.
- Entities (institutions, agencies, practices and/or individuals) providing services relating to scientific or policy research, data analysis, legal assessments, or any other matter relevant to the Alliance's work.
- Government, industry, the scientific community, Traditional Owner groups, Indigenous researchers and knowledge holders, and other NGOs.

Job Challenges

- The position requires exceptional aptitude and skills to build trust and work collaboratively across diverse organisations and teams, at national, regional and international levels. The ability to consult and navigate common ground between a diversity of perspectives and positions will be critical to succeeding in this role.
- This campaign will navigate an emerging environmental treaty regime that will develop concurrently with the campaign.
- The campaign will seek to develop and implement best practice with regard to engagement and partnership with Indigenous Peoples and Local Communities.
- Regional and global geopolitics will influence the prospects of the campaign's success, and the Alliance will be required to collectively navigate these in a sensitive and informed manner.
- The geographically dispersed nature of the Alliance requires advanced people and project management skills and communication skills.
- Maintaining a high level of accuracy during high workload periods.

Essential Selection Criteria

- Experience in the development and delivery of political and government advocacy strategies within a dynamic environment, including coordinating diverse organisations to deliver a set of common goals.
- Expertise in oceans law and policy, particularly regarding the implementation of Marine Protected Areas and other spatial protection measures.
- Experience in Australian and/or Aotearoa/New Zealand and/or Pacific ocean conservation issues and a breadth of knowledge of environmental policies.
- Capacity to work cross-sectorally and facilitate integration of science and other knowledge systems, policy, finance/markets and communications, helping to deliver a coherent, and strategic campaign.
- Experience and understanding of Australian and/or Aotearoa/New Zealand and/or Pacific political and policy environments and processes.
- High-level skills in research to policy translation, and familiarity with the evidence base on several issues of relevance to this role.



- High-level skills in navigating diverse perspectives and positions across organisations, teams and external environments.
- A track record of managing complex projects including delivering against program objectives, advocacy targets and income targets.
- Experience in cross-cultural communication.
- Well-developed interpersonal and written communication, influencing, negotiating and advocacy skills.
- Demonstrated ability to work in a flexible team-based environment.

Desirable Selection Criteria

- Established networks within the ocean conservation sector across Oceania and/or internationally.
- Knowledge of, and high-level experience in, marine and/or polar biodiversity conservation with understanding of sustainable fisheries management principles and practices.
- Familiarity with Indigenous Cultural and Intellectual Property (ICIP) and ICIP rights.
- Experience in delivery of inclusive conservation, particularly working in partnership with Indigenous Peoples and Local Communities.
- Experience in the application of biodiversity conservation and sustainable fisheries management and policy, including at one or more of the International Frameworks and Bodies relevant to the BBNJ Agreement.
- An understanding of, and support for, workplace sustainability principles.

Credentials

- Tertiary qualifications in international relations, environmental and marine studies, environmental law.
- Project management qualifications or demonstrable on-the-job training in project management.

Does this role involve working with children or child related media? No

Job Requirements

- Employment background checks
- After hours work on infrequent occasions
- Interstate/international travel infrequently and with advance notice

How to Apply

Please include the following two attachments:

- (1) Your resume (CV)
- (2) Provide the following details via the application form (in less than 500 words): Outline your experience working with coalitions of organisations to achieve a common objective, ideally in the context of ocean conservation. Describe how your own experience and attributes will assist in navigating a new treaty regime and complex geopolitics and commercial interests. Also detail which of your advocacy efforts/achievements to date are most relevant to this role and why.

Working Rights

Note that applicants require current unlimited working rights in Australia to be eligible for this role.