



Terms of Reference

Project Manager – Scaling up dam removal in Europe

At: World Fish Migration Foundation

Type of employment: Staff or in-house consultant, initially 2 years with intention to continue

Reports to: Program Manager

Hours: 32 hours per week

Location: Preferably Netherlands working from the head quarter in Groningen (The Netherlands) or otherwise based in another European country

Starting time: September 2023

Deadline for application: August 7, 2023

World Fish Migration Foundation

The World Fish Migration Foundation (WFMF) is a Dutch NGO founded in 2014, which, thanks to its inclusive and cooperative way of working, coordinates an international movement with over 10,000 enthusiasts on rivers and migratory fish. Our mission is to **Mainstream dam removal as the key tool to bring rivers back to life**. Our vision is to have **Rivers full of fish, for the benefit of nature and people**.

Currently, many rivers are fragmented by obsolete dams and weirs. **WFMF supports** practitioners to implement the most effective and efficient river restoration measure: **removing obsolete barriers**, so that we can recover healthy, free-flowing rivers full of fish.

Dam Removal Europe (DRE) is an initiative that builds a movement of people who are pushing for removal of barriers on rivers in Europe. The main purpose is to enable and support barrier removal practitioners by providing the best available information, create awareness and media attention, develop best practices and case studies. The DRE coalition organizes annual international seminars, national workshops and webinars, collates and share disseminate data for a growing network of river enthusiasts. The Open Rivers Program (ORP) project is focused on enabling barrier removal in Croatia, Greece, Romania and Slovakia and their neighboring countries, with the main goal to implement barrier removal as a restoration measure in these countries within three years.

Job description

The Project Manager will oversee and manage all activities for the Dam Removal Europe (DRE) project, including coordinating and collaborating with partners from DRE coalition and stakeholders, as well as managing the “Southeast Europe Dam Removal” three-year project recently granted by the European Open Rivers Program including coordination and collaboration with subgrantees, which are the partners involved in this specific project. The manager provides oversight and guidance to involved WFMF staff and partners as relevant.

Key Responsibilities

- Manage donor and partner relations, ensure timely communication, execution and reporting.
- Develop work plans for all activities and relevant staff, monitor and guide staff effort.
- Develop and manage project budgets, in close liaison with the finance manager.
- Lead the design and implementation of project activities, in coordination with partners.
- Adaptively manage project activities, tracking progress and adjusting as needed.
- Develop and maintain relationships with stakeholders.
- Contribute to raising funds for project activities.

Qualifications

- A Master’s degree (or equivalent) in landscape, water or nature conservation, or a similar field.
- You have at least 5 years of demonstrated experience in working with complex, multi-stakeholder collaborations.
- You have at least 5 years of demonstrated experience in project management.
- You have good knowledge of riverine conservation and its challenges, as well as a European context and relevant EU nature conservation instruments.
- You have excellent spoken and written English.

Also:

- You are comfortable working in different environments and with different audiences.
- You have very good communication (verbal and written) skills.
- You are a team-player: able to work in our virtual team closely, and at the same time, independent and self-reliant.
- You have a well-structured way of working and can work on multiple tasks and processes at the same time without losing the overview.
- You pay attention to the most delicate details, without losing sight of the bigger picture.
- You are innovative and enthusiastic, and able to motivate partners and staff on your team.
- You have an open and friendly demeanour and ability to communicate effectively with people from different cultures and sectors.

Terms & Conditions

- You will be part of a dynamic, virtual and international team
- You will work on projects that matter
- You will have plenty of room for realising your ideas and visions
- Flexible working hours within Monday-Friday

If this description is the right fit for you, please send your application including a cover letter and short CV to annette@fosonline.org

For clarifying questions on the position, contact Herman Wanningen at herman@fishmigration.org

Deadline for application submissions is August 7. Applicants invited for interviews will be notified by August 14. First round of interviews will take place on August 17.