



TFA LATAM REGIONAL DIRECTOR – JOB DESCRIPTION

ABOUT THE NATURE CONSERVANCY

TNC was founded in 1951, as a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters, and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries, including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

The Tropical Forest Alliance (TFA) is a global partnership platform working to achieve the deforestation-free production of palm oil, soy, beef and pulp and paper in West and Central Africa, Latin America, and Southeast Asia. The Alliance has the collective power of more than 170 partners representing national and sub-national governments, private sector, civil society, and other actors, and is designed to foster collaboration to reduce deforestation associated with commodities. To learn more, visit <https://tropicalforestalliance.org/> or follow @tfa_Global on Twitter.

TFA is composed of a global secretariat hosted by the World Economic Forum, and three regional coordination hubs, one of which is TFA Latin America, hosted by The Nature Conservancy in Brazil, at the São Paulo office.

THE POSITION WITH TNC/TFA

The TFA Regional Director for Latin America, hosted by TNC, leads the program, team, and initiatives of TFA in the region as a core element of the global TFA strategy, **by supporting private sector actors to remove deforestation from commodity supply chains through public-private collective action at the landscape, national, and regional levels.** The position will be placed in Brazil, and will steer TFA in Brazil, Colombia, Peru, Argentina, and Paraguay.

ESSENTIAL FUNCTIONS

TFA Regional Director for Latin America will play a role as a convener and catalyst (not a direct implementer), **supporting and coordinating collective actions through other organizations and initiatives that focus on implementation. S/he will lead the region to catalyze the power of collective action to drive the world's transition to deforestation-free supply chains, ensuring a forest-positive future.** S/he will work on the four pillars of the TFA strategy:

- **Pillar 1: Mobilize Collective Action** – support leaders and pressure laggards through high-quality convening to better coordinate collective efforts, strengthen strategic communication and advance targeted research (and evidence) to reinforce the case for action
- **Pillar 2: Strengthen the Enabling Environment** – work with businesses, governments, civil society, and others to strengthen incentives for leadership, specifically:
 - strengthen policies and regulation in both forest countries and key markets
 - enhance transparency and accountability to better track progress
- **Pillar 3: Catalyze Private-Sector Leadership** – mobilize and support high ambition companies, coalitions, and public-private partnerships from across supply-chain and financial sector to accelerate progress
- **Pillar 4: Unlock Finance** – work with the Finance community to unlock finance for sustainable production and redirect finance flowing to forest destructive activities

The TFA Regional Director for Latin America works with national and/or international government and business entities at all levels to further the TFA' mission. S/he monitors internationally negotiated agreements, legislative, administrative, and/or corporate initiatives and policies, keeping regular contact with local, sub-national, country, and multilateral officials, institutions and/or corporate representatives regarding actions related to the deforestation-free supply chain agenda, and fundraising activity to increase the level of financial support for its projects and priorities.

S/he liaisons with TFA Secretariat at the World Economic Forum in Geneva to ensure coordination between the regional and global activities with counterparts within TFA and other organizations to provide and extract useful lessons and experience and to coordinate on joint policy/practice approaches.

RESPONSIBILITIES & SCOPE

- **Regional strategy** – lead the implementation of TFA's regional strategy that builds on the strategies for each country/biome and aligns to the global strategic framework. Support the development or update of the regional strategy when needed. Makes independent strategic decisions frequently based on analysis, context, experience, and ambiguous information.
- **Regional coordination** – Manage multi-disciplinary administrative and professional staff with responsibility for performance management, training, and career development, according to the host organization processes, when applicable. Establishes clear directions and sets stretch objectives. Ensure that the program meets all lobbying, contractual and legal regulations, and standards. Oversee the regional communication activities and contribute to the global communication initiatives
- **Regional planning and execution** – oversee the development of the regional budget and plan aligned to the global budget allocation process. Report progress against results framework on regular basis. Manage the TFA's Latin American budget with the authority to modify budget based on changing circumstances within confines of global grant allocation and donor agreements. Operate within budget guidelines to ensure sound financial performance.

- **Global coordination** – participate in Global Lead Team and Governance Committees to ensure regional input and coordination of global and regional action.
- **Fundraising** – lead fundraising for the region, including identification of conservation policy and funding opportunities, evaluate the potential for strategic partnerships, and coordinate the development of strategies to influence corporate practice, public policy, and public funding for conservation at the regional and/or global level. Ensure that public and private funds are raised to meet program needs in alignment with the Global team.
- **Community leadership** – create opportunities to accelerate action for deforestation-free commodity production, facilitating action-focused collaboration and learning opportunities between the private sector, civil society, and governments, both within the region and across countries, fostering public and private investments, private sector, and civil society activities. Act as the main facilitator of the TFA Latin America Regional hub and program, supporting strategic delivery across all countries in the region.

MINIMUM QUALIFICATIONS

- Bachelor's degree and 10 years of related senior-level work experience in Brazil, Colombia, Peru, Argentina, and Paraguay such as experience in the soy and beef agribusinesses, forestry sector, business development, banking, corporate social responsibility, or corporate sustainability.
- Fluency in Portuguese, English, and Spanish.
- Demonstrated experience building strong relationships across the Latin America region, with multiple stakeholders such as corporations, public agencies, donors, and/or volunteers, with key focus – but not limited to Brazil.
- Experience managing and supervising a large multi-disciplinary team and managing a program budget.
- Experience working with current and evolving political, legislative, sustainability, and/or conservation trends on an international, regional, country, and/or sub-national level.
- Experience in directing or participating in complex negotiations and presenting to and communicating with government officials, corporate executives, board members and others.
- Experience designing, implementing, and directing multiple and multifaceted projects, setting deadlines, and ensuring program accountability.
- Experience communicating complex processes and ideas effectively to a variety of audiences within and outside an organization.

DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural experience appreciated.
- Master's degree appreciated.
- Significant experience in key commodity agribusinesses (e.g., soy, beef, cocoa) and forestry sectors, business development, general management, management consulting, or investment banking. Experience with corporate social responsibility or corporate sustainability.
- Significant experience in public policy, conservation/environmental policy, regulatory advocacy, and public funding.
- Outstanding analytical and project management capabilities. Demonstrated ability to successfully develop and implement complex projects in an unstructured environment.
- Outstanding written and oral communication, negotiating and organizational skills.
- Independent and self-motivated with the ability to participate effectively in a remote team environment.
- Fundraising experience.

ORGANIZATIONAL COMPETENCIES

Builds Relationships	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
Collaboration & Teamwork	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
Communicates Authentically	Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
Develops Others	Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.
Drives for Results	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
Leverages Difference	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
Systems Leadership	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

APPLY NOW

If interested in applying please send your CV and cover letter to [Isabella Camacho, icamacho@heidrick.com](mailto:isabella@heidrick.com)

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of all genders with diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.