Role Specification

General Counsel

WWF - US

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About WWF

All around the world, people are waking up to the deepening crisis of nature loss. We’re experiencing a growing realization that nature is our life-support system and that no one will be spared from the impacts of its loss. The World Wildlife Fund (WWF), an independent conservation organization active in nearly 100 countries, is working to sustain the natural world for the benefit of people and wildlife. At every level, WWF collaborates with people around the world to develop and deliver innovative solutions that protect communities, wildlife, and the places in which they live.

Founded in 1961, WWF is a leader among a growing coalition calling on world leaders to set nature on the path to recovery by 2030. Working with several partners, from individuals and communities to business and government, WWF urgently seeks to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainable.

WWF’s work has evolved from saving species and landscapes to addressing the larger global threats and forces that impact them. Recognizing that the problems facing our planet are increasingly more complex and urgent, WWF has refined the way it operates around an ambitious new strategy. This strategy puts people at the center and organizes the work around six key areas: climate, food, forests, freshwater, oceans, and wildlife. By linking these six areas in an integrated approach, WWF can better leverage its unique assets and direct all resources to protecting vulnerable places, species, and communities worldwide.

WWF-US is the largest chapter in the WWF global network and a standalone 501(c)3. For more information about WWF-US, please visit: https://www.worldwildlife.org/.
Climate

To adequately address the climate crisis, we must urgently reduce carbon pollution and prepare for the consequences of global warming, which the world is already experiencing. Combining global outreach with local expertise, WWF’s focus is on preparing communities and governments for the impacts of climate change, delivering on the promise of the Paris Agreement, and reducing emissions from deforestation.

Food

By 2050, the world’s population will reach 9 billion and the demand for food will double. By improving efficiency and productivity while reducing waste and shifting consumption patterns, we can produce enough food for everyone by 2050 on roughly the same amount of land we use now. WWF’s focus is on increasing the supply and demand of more sustainably sourced food, educating businesses and consumers, and reducing food waste.

Forests

By 2030, WWF seeks to conserve the world’s forests to sustain nature’s diversity, benefit our climate, and support human well-being. To achieve this, WWF is creating funds to properly manage protected forests, influence government policies, stop illegal and unsustainable logging, and motivate companies to help reduce their forest footprint and support on-the-ground actions.

Freshwater

Climate change, population growth, and changing consumption patterns are just some of the forces putting freshwater systems increasingly at risk. To protect them, WWF is promoting good water governance, protecting freshwater ecosystems, and working with local stakeholders and governments to manage water resources in a changing climate.

Oceans

Oceans and marine life are foundational to earth’s ecosystems and biodiversity. In order to protect them, WWF is focusing on nature-positive seascapes, halting the decline of marine environments, and regenerating target ecosystems, markets, and finance work to aid in oceans solutions, and WWF supports nature-positive seascapes, analytics, and strategic planning for preventive conservation solutions.

Wildlife

WWF is working to protect populations of some of the world’s most ecologically, economically, and culturally important species – the survival of which are threatened by poaching, illegal trade, and habitat loss. To preserve our wildlife, WWF aims to double the number of tigers, empower others to protect our wildlife, and close Asia’s ivory markets.
The Role

Job Purpose

With its broad range of conservation programs and its expansive domestic and international footprint, WWF-US is a dynamic, fast-paced and complex organization. The General Counsel (GC) is the senior-most legal executive at WWF-US, with oversight over legal aspects of all WWF programs in the US, as well as programs the organization manages in Latin America and elsewhere in Africa and Asia. The GC will advise on large and complex projects and partnerships, contracts and agreements, technology, litigation, tax, governance, regulatory compliance, fundraising, intellectual property, and other matters.

WWF is increasingly focusing on large-scale and complex projects involving multiple donors and stakeholders. The GC will be responsible for helping to structure these complicated deals and partnerships across stakeholders throughout the world. The General Counsel works very closely with the WWF-US legal team, the CEO and Board of Directors, and the Senior Management Team, in particular the Chief Conservation Officer and Chief Operating Officer.

As a legal and business advisor to WWF who ensures compliance and safeguards WWF's legal interests, the GC will empower the organization to focus on its core mission of conserving nature and achieving a sustainable future for all living beings on the planet. The GC’s leadership will play an integral and crucial part in driving positive change and furthering WWF's global impact.

Key Accountabilities

• Provide legal lens and expertise to help determine and deliver WWF’s strategy and conservation results
• Work with the Senior Management Team and Board of Directors to continue to ensure a strategically efficient and innovative organization
• Ensure that all legal matters are in the correct hands, whether in-house or through outside counsel
• Help structure large, multi-partner deals that aid in implementing WWF’s mission and goals
• Collaborate with a global network of nonprofits to achieve greater conservation results
• Represent WWF-US in the WWF Network globally on legal matters
• Provide expert guidance and support to the Board and senior stakeholders to facilitate sound and informed decision-making
The Role (cont.)

Size of Team
The General Counsel’s term currently encompasses four direct reports:
• Monica Irvine: Vice President and Deputy General Counsel
• Daniel Buchner: Associate General Counsel
• Ross Wolland: Associate General Counsel
• Rolando Castellares Salazar: Associate General Counsel

Role Location
This position is based at WWF US headquarters in downtown Washington, DC.
Carter Roberts, President and Chief Executive Officer

Carter Roberts is President and CEO of World Wildlife Fund in the United States. Carter leads WWF-US’s efforts to save the world’s great ecosystems and address climate change by linking science, field, and policy programs with an ambitious initiative to work with markets and businesses to lighten their impact on the planet. He has worked with communities and heads of state in North America, Africa, Latin America, and Asia; and has built partnerships with some of the world’s largest corporations, including Walmart, Coke, Cargill, and Mars to set new industry standards for resource efficiency.

Carter earned his MBA from Harvard Business School following a BA from Princeton University, and subsequently held marketing management positions for Procter & Gamble and Gillette. He went on to lead international conservation and science programs for fifteen years at The Nature Conservancy before coming to WWF in 2004.

Carter serves on the Boards of the Nicholas Institute for Environmental Policy at Duke University and the Grantham Institute for Climate Change at Imperial College and the London School of Economics. He is a member of the Council on Foreign Relations and the International Finance Corporation’s Advisory Panel on Sustainability and Business. He also serves on the Advisory Board of Sustainable Energy for All (SE4All), chaired by the Secretary-General of the United Nations.

Carter lives in Washington, DC with his wife, Jackie Prince Roberts, and their three children.
# Candidate Profile

## Key Experiences

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<tr>
<th>Functional Experience</th>
<th>Must Have</th>
<th>Nice to Have</th>
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<tbody>
<tr>
<td>Deep legal experience in a complex and operationally intensive environment</td>
<td>●</td>
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<td>Experience working in the non-profit sector</td>
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<td>Global mindset for collaborating across geographies and cultures, ideally including work in a global organization</td>
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<td>Prior managerial experience overseeing legal professionals</td>
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<td>Understanding of international and/or domestic policy</td>
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<td>Regulatory and compliance expertise</td>
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<td>Experience managing outside counsel</td>
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<td>In-house counsel experience</td>
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<td>Sitting general counsel or senior counsel experience</td>
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## Other Qualifications

| Personal passion for WWF’s mission and goals                                          | ●         |              |
| Juris Doctor or equivalent                                                             | ●         |              |
| Licensed to practice in at least one US bar                                            | ●         |              |
| Fluent in Spanish                                                                      |           | ●            |
| Currently resides in DC metro or willing to relocate                                  | ●         |              |
| Ability to work in person at WWF offices in DC                                        | ●         |              |
**Leadership Competencies**

**Collaboration and Influencing**
The ideal candidate will have the expertise and influencing skills to build respect and trust with the CEO, Board and S.T, as well as teams across the organization. The individual will also be an excellent communicator and be able to align and motivate across organizational and cultural boundaries. They will possess strong emotional intelligence and interpersonal skills. Bearing in mind the external-facing elements of their role, they will also have gravitas and credibility with various stakeholders and public when engaging with them.

**Strategic Acumen and Curiosity**
A strategic mindset is critical; the successful candidate must have a deep understanding of market dynamics and trends in order to play a key role in evaluating opportunities for WWF. Inherently curious, this person will be a creative thinker with a point of view on a variety of sectors and how they are evolving. Both by professional training and personal qualities, the ideal candidate demonstrates exceptional strategic capabilities that go beyond a strong logical mind and superb analytical skills.

**Team Leadership**
The GC should be a team player with excellent interpersonal skills. They should not only be able to involve their team but should also be able to empower and develop a high performing team. The right candidates will have a track record of inspiring at multiple levels and will be regarded as a leader who facilitates collaboration, through humility and listening, to achieve buy-in and results.

**Legal Technical Capabilities**
The ideal candidate will possess a proven track record of achievements. The candidate must possess working knowledge of multiple areas of law such as complex transactions, litigation strategy and management, employment law, and compliance. They will be able to recognize risk areas and material issues arising in the organization.

**Results Orientation**
The ideal candidate is known as someone who consistently delivers superior results – as a rule, above expectations and targets. They consistently uphold commitments made, regardless of any adversities; they are motivated by stretch targets and challenges and thrive when faced with the need to find ways to overcome barriers and roadblocks. The ideal candidate remains composed under pressure, exhibits high energy and drive and thinks "out-of-box."

**Intellectual Horsepower, Creativity and Rigor**
The candidate will be a self-starter and entrepreneur with the ability to work in ambiguity and develop a mandate without having clear direction. They must be able to initiate and successfully manage multiple, complex projects and achieve the defined goals.
Egon Zehnder is the world’s preeminent leadership consulting firm, sharing one goal: to help people and organizations transform. We know what great leaders can do and are passionate about delivering the best solutions for our clients. As One Firm, our more than 560+ Consultants in 63 offices and 36 countries combine our individual strengths to form one powerful collaborative team. We partner closely with public and private corporations, family-owned enterprises, and non-profit and government agencies to provide a comprehensive range of integrated services: Board advisory, CEO search and succession, executive search, executive assessment, leadership development and organizational transformation.

Our leadership solutions cover individual, team and organizational effectiveness, development and cultural transformation. We work with world-class partners including Mobius Executive Leadership, a transformational leadership development firm. In addition, we have partnered with Paradox Strategies, co-founded by Harvard University Professor Linda Hill, to develop the Innovation Quotient (IQ), a proprietary culture diagnostic.

Our goal is that the work we do contributes to successful careers, stronger companies – and a better world.

For more information, visit www.egonzehnder.com and follow us on LinkedIn and Twitter.