



# Call for Applications Chair, Western Gray Whale Advisory Panel

**Position title:** Chair, Western Gray Whale Advisory Panel (GWGAP)

**Duration:** 1 January 2019 – 31 December 2021

**Duty station:** Home Country of the Chairperson with travel to Russia, Switzerland and/or other countries as may be required by the assignment

**Type of appointment:** Consultant expert; approximately 70-90 days of work per year (depending on workplan)

**Closing date:** 21 October 2018 23:59 (11:59 pm) Swiss/CEST time (UTC/GMT+2 hours)

## 1. Background and objectives

The Western Gray Whale Advisory Panel (GWGAP) is managed by IUCN as an independent advisory body of scientists. The overall goal of the GWGAP is to provide objective independent advice on the conservation of western gray whales with a focus on those that feed off Sakhalin (hereafter GWGs).<sup>1</sup>

The specific objectives with regard to the roles of the Panel and IUCN are described in more detail in the GWGAP Terms of Reference (TOR) 2017-2021<sup>2</sup>.

The below TOR set forth the general tasks for the GWGAP Chair for the period 2019-2021.

## 2. Tasks for the GWGAP Chair 2019-2021

In carrying out the assignment under these TORs, the GWGAP Chair will be guided by and adhere to the following operational principles<sup>3</sup>:

- (a) **Accountability:** Fulfil the duties of the GWGAP Chair in accordance with the GWGAP TOR ensuring the panel has a clear sense of purpose and a common commitment to delivering high quality outputs in a timely manner;
- (b) **Independence:** maintain the independence, scientific credibility and rigour, effectiveness and integrity of the Panel and its work, as defined in GWGAP TOR;
- (c) **Transparency:** Ensure that the working arrangements and panel recommendations are openly accessible to third parties in an unaltered manner while respecting the limits of the GWGAP remit, including refraining from endorsing or rejecting any aspect of the Sakhalin Energy's Sakhalin II Phase 2 project;
- (d) **Engagement:** Proactively work with and seek out input from all affected parties, taking evidence, as necessary, from a diversity of disciplines and perspectives.

Specifically, the GWGAP Chair will be responsible for tasks that include, but are not limited to the following:

### 2.1. Establishing the annual programme of work and recruitment of necessary expertise:

- In coordination with the IUCN Secretariat contribute to the development of the annual workplan and budget for 2020 and 2021, in accordance with the terms of contractual agreement that defines the Panels scope of work, the budgeting timelines for each year and decisions arising from discussions with all concerned parties at each annual Panel meeting (including any subsequent revisions that may be necessary at any point in time);

<sup>1</sup> For more details, see the GWGAP website [www.iucn.org/wgap](http://www.iucn.org/wgap)

<sup>2</sup> See [https://www.iucn.org/sites/dev/files/content/documents/tor\\_wgap\\_2017-2021.pdf](https://www.iucn.org/sites/dev/files/content/documents/tor_wgap_2017-2021.pdf)

<sup>3</sup> See the *Procedures for establishing and managing IUCN-supported Independent Scientific & Technical Advisory Panels* (2014), where the Panel process is further described:  
[https://www.iucn.org/downloads/iucn\\_istap\\_procedures\\_2014.pdf](https://www.iucn.org/downloads/iucn_istap_procedures_2014.pdf)

- Contribute to the development of the ToRs and the selection of the other WGWAP members for 2019-2021.

## **2.2 Leadership of the WGWAP panel and output delivery:**

- Implement the annual workplans for the Panel, including assigning specific roles and tasks to individual Panel Members;
- Assess the performance of individual Panel Members on an annual basis;
- Review and sign-off Panel's deliverables, including technical reports and recommendations;
- Develop agenda and Chair Panel meetings (face-to-face or virtual) and teleconferences/reviews, including being responsible for the production of meeting/teleconference/review reports and associated Panel recommendations for the Sakhalin Energy's 2019, 2020 and 2021 open-water seasons;
- Assess and manage, in consultation with Panel members, requests from Sakhalin Energy for technical input and advice and determine way forward, including the nature of the response and delivery method;
- Work with IUCN to update the WGWAP Recommendations Database, including assigning / updating the implementation status of the recommendations;
- In consultation with the IUCN Secretariat and in accordance to the WGWAP TOR, represent the Panel on substantive scientific aspects and findings of its work in external communications and events or designate Panel Members to represent WGWAP in relevant events / activities;
- Undertake any other tasks related to the Panel as may be agreed with IUCN.

## **2.3 Integration of the panel's expertise and experience into relevant processes at range-wide level (building on and expanding on task 2.2)**

- Act as liaison with the IWC Scientific Committee, the IWC/IUCN Conservation Management Plan and the Range-state Memorandum of Cooperation (MoC) Concerning Conservation Measures for the Western Gray Whale Population;
- Define the role of the WGWAP in implementing the IWC/IUCN Conservation Management Plan (CMP) for the period 2019-2021, help secure a mandate and be responsible for the achievement and delivery of this role/mandate<sup>4</sup>
- Represent the WGWAP during the revision and implementation process of the IWC/IUCN Conservation Management Plan for Western Gray Whales and the MoC;
- Lead or supervise the Panel-led specific studies, papers, publications and/or input into those led by IUCN, as may be necessary/agreed during 2019-2021<sup>5</sup>;
- Participate in conferences and/or meetings related to WGWAP work and western gray whales, as may be necessary and agreed with IUCN;
- Contribute to the design of a post-2021 Panel that would have a range wide-role and a sustainable business model.

## **3. Key deliverables and outcomes**

- Clear, accountable and purposeful leadership of the WGWAP, delivering on annual workplans in timely manner and in accordance to its mandate, including but not limited to the following outputs:
  - 3-year plan of work for the Panel (overview document);
  - Annual workplans (including a final workplan for 2019) for the Panel with responsibilities and timelines;
  - New Panel is established for the period 2019-2021 and the composition represents the best available scientists in their respective fields with ample experience and ability to bridge scientific, technological and policy issues related to oil and gas industry (and any other as may be applicable), scientific research and conservation.

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<sup>4</sup> For example, as a part of the MoC which outline cooperation with WGWAP and which has been signed so far by Japan, Republic of Korea, Mexico, Russian Federation, United States of America, the Republic of Korea and Mexico (see [https://iwc.int/document\\_3540](https://iwc.int/document_3540)) and/or any other appropriate process/mechanism (including contributing to enacting such process/mechanism).

<sup>5</sup> Building on the outcomes of the 2018 External WGWAP and the follow up discussions at WGWAP-19 (November 2018), define opportunities for expanding the scope of influence of the WGWAP beyond Sakhalin Energy, in particular, being responsible for defining the needs on how the knowledge and best practices developed since the beginning of the Panel process could be integrated into range-wide processes and scaled up industry-wide.

- WGWAP deliverables/outputs, including reports and recommendations help deliver on Panel's objectives and demonstrate relevance and impact of WGWAP;
- Timely and quality advice provided as requested by Sakhalin Energy (or any other party as may be required) in the manner most suited for the specific task;
- List of needs/gaps, priorities (at different levels, such as high/medium, short-term/long-term, etc.) and related themes/issues the Panel could address as a part of the Range-state MoC and the revised CMP implementation (including suggestions/options for the process/mechanism to deliver those);
- At least 2 thematic special reports/case studies/ papers on relevant topics/issues that serve to progress the Panel's objectives 2019-2021 (or showcase legacy/best practices since 2004 for broader conservation science and industry).<sup>6</sup>

## 4. Competencies

### 4.1 Enthusiastic commitment and vision, characterized by:

- A commitment to nature conservation and sustainable use;
- Ability to provide inspiration and strategic direction.

### 4.2 Professional competencies, characterized by:

- Recognition among peers as a global leading authority in cetacean biology, behavior and conservation with a proven research & publication track record and an established professional network;
- Ample experience and ability to bridge scientific, technological and policy issues related to oil and gas industry (and any other as may be applicable), scientific research and conservation;
- Ability and commitment to act in accordance with the core values of integrity, respect for diversity and professionalism as spelled out in IUCN's Code of Conduct and Professional Ethics.

### 4.3 Leadership abilities and experience, characterized by:

- Unimpeachable integrity as evidenced by behavior, communication style and way of handling ambiguous or difficult situations;
- Demonstrated ability to lead the work of an expert panel from diverse disciplines and backgrounds and across various geographical locations;
- Proven ability to effectively delegate, empower and motivate professional colleagues in the delivery of tasks;
- A clear commitment to fostering a culture of delivery, high performance and accountability among colleagues and peers;
- Demonstrated ability to both plan and take action, keeping the team focused on priorities.

### 4.4 Sound judgment and decision making, characterized by:

- Experience in identifying key issues in a complex situation, and consulting, gathering, collating and analyzing relevant information before proposing recommendations or a decisive course of action;
- Ability to anticipate, assess and manage risk.

## 5. Applications / expressions of interest

All interested and qualified persons are encouraged to submit their credentials and a supporting letter of motivation in English, along with the attached application form. All expressions of interest should be submitted by email before **21 October 2018 23:59 (11:59 pm) Swiss/CEST time (UTC/GMT+2 hours)**, to: [BBPpanel@iucn.org](mailto:BBPpanel@iucn.org), with the subject line: Application WGWAP Chair 2019-2021.

Any application received by IUCN later than the stipulated closing date and time, and any application that is incomplete, will not be considered.

Any questions and queries during the application period shall be sent to [BBPpanel@iucn.org](mailto:BBPpanel@iucn.org).

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<sup>6</sup> Such would be led by subgroups of Panel Members or IUCN with input and review of all Panel Members (and any other invited expert/associate scientist deemed necessary).

## 6. Eligibility, selection criteria and process

In accordance with the *IUCN Procedures for Establishing and Managing IUCN-supported Independent Scientific & Technical Advisory Panels* (ISTAP, 2014): "IUCN's Director General (or her nominee), the Chair of the IUCN Commission related to the field of enquiry of the Panel and one other senior member of staff from the IUCN Secretariat will select the Panel Chair. The selection will be communicated via IUCN's website. Where applicable, a representative of an IUCN Member from the relevant country/region should also be invited to the selection process."

The eligible candidates must be:

- available to allocate sufficient time for Panel work;
- free from any conflict of interest, either real or perceived, as defined in the WGAP TOR and ISTAP Procedures (including have not been employed by or under contract to Sakhalin Energy or any other company operating off Sakhalin during the past 12 months);
- able and willing to serve in an individual expert capacity and provide the best scientific advice, irrespective of views that may be held by his/her own organization;
- not impose any additional conditions on his/her participation.

The eligible candidates will be evaluated by the Selection Committee based on the evidence provided for each of the above competencies.

Please note that the above list of competencies is not exhaustive and provides an indication of the general working level. The evidence provided in the application should also take into account candidate's skills, the WGAP Chair's role and its accountabilities.

The interviews of the short-listed candidates will be conducted on Skype between 19-23 November 2018. The short-listed candidates for the interviews will be notified by 8 November 2018. The exact information and content of the interviews will be communicated to the short listed candidates later on.

## 7. Conditions

IUCN is not bound in any way to enter into any contractual or other arrangement with any candidate as a result of issuing this call for applications. IUCN reserves the right to terminate the selection process at any time prior to contract award. By participating in this call for applications, candidates accept the conditions set out in this call for applications.

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### **About IUCN**

*IUCN is a membership Union uniquely composed of both government and civil society organisations. It provides public, private and non-governmental organisations with the knowledge and tools that enable human progress, economic development and nature conservation to take place together.*

*Created in 1948, IUCN is now the world's largest and most diverse environmental network, harnessing the knowledge, resources and reach of more than 1,300 Member organisations and some 10,000 experts. It is a leading provider of conservation data, assessments and analysis. Its broad membership enables IUCN to fill the role of incubator and trusted repository of best practices, tools and international standards.*

*IUCN provides a neutral space in which diverse stakeholders including governments, NGOs, scientists, businesses, local communities, indigenous peoples organisations and others can work together to forge and implement solutions to environmental challenges and achieve sustainable development.*

*Working with many partners and supporters, IUCN implements a large and diverse portfolio of conservation projects worldwide. Combining the latest science with the traditional knowledge of local communities, these projects work to reverse habitat loss, restore ecosystems and improve people's well-being.*

[www.iucn.org](http://www.iucn.org)  
<https://twitter.com/IUCN>

## APPLICATION TO SERVE AS WGWAP CHAIR 2019-2021

Fill in the form in English and attach supporting materials

Mr/Mrs/Ms/Dr	
Full name	
Affiliation	
Nationality	
Work address	
Country	
E-mail	
Phone	

### ELIGIBILITY

Mark acceptance of each with an 'X'

I agree/declare that:	Use 'X'
I am available to allocate sufficient time for Panel work (see note on the call for applications)	
I do not have a conflict of interest (including have not been employed by or under contract to Sakhalin Energy or any other company operating off Sakhalin during the past 12 months)	
I am able and willing to serve and provide the best scientific advice, irrespective of views that may be held by my own organization	
I will not impose any additional conditions on my participation	

### REFERENCES

Please provide 3 references (names, positions, relationship to your work and contact information), including one recent employer/client.

Referee 1	
Name	
Position	
Affiliation	
Relationship to your work	
Contact information	

<b>Referee 2</b>	
Name	
Position	
Affiliation	
Relationship to your work	
Contact information	
<b>Referee 3</b>	
Name	
Position	
Affiliation	
Relationship to your work	
Contact information	

Please submit this form along with your:

- **CREDENTIALS**, which may include but is not limited to short CV focusing on your recent (last 10 years) of relevant experience, education, achievements, any awards, membership to relevant professional networks/organisations/bodies or any other supporting materials, as well as a short list of your key publications *relevant to this application*.
- **LETTER OF MOTIVATION**, which must specifically address and provide evidence of competency-related behaviours in each of the key competencies detailed in the Call for Applications (in terms of examples of a relevant situation, task, action, result).