



## North Atlantic Salmon Conservation Organization

### Executive Secretary

The North Atlantic Salmon Conservation Organization (NASCO) is seeking an exceptional individual as its next Executive Secretary based at its Headquarters in Edinburgh. The appointment will be for a period of four years from 1 September 2025, renewable once for a second period of four years. This is a full-time post, working 38 hours per week and is open to applicants who are citizens of a NASCO Party or jurisdiction.

NASCO's Mission is 'to support and promote urgent and transformative actions directed at the protection, conservation and restoration of wild Atlantic salmon throughout the species range' (see <https://nasco.int/about/>). The Executive Secretary is the Head of NASCO's Secretariat providing direction and leadership towards achieving the Organization's goals, representing the Organization on the international stage and co-ordinating and impartially promoting the interests of all Contracting Parties. As NASCO's Chief Administrative Officer, the Executive Secretary's responsibilities include, but are not limited to: governance; strategic partnerships and collaborations; public relations and outreach; finance and operations; human resource and Secretariat management; and property management.

Reporting to the President of NASCO, the Executive Secretary is an experienced, inclusive, and proactive leader passionate about conservation, is action and solution oriented and brings strategic thinking and organizational excellence to the post. The Executive Secretary must be a team player, able to operate at different levels – from the strategic to the operational – and be willing to adapt quickly to changing circumstances. Additionally, the successful candidate must be comfortable forging and maintaining multi-disciplinary collaborations on a global scale.

At a minimum, applicants should have significant senior administrative and managerial experience at an executive-level or higher, or equivalent; an educational standard equivalent to a Master's degree or higher qualification in relevant fields including international relations / organizational leadership and management / fisheries / environment / social sciences; significant and practical experience in senior management; strong inclusive leadership skills, including the ability to make difficult decisions within limited timeframes, respond to setbacks and set and achieve goals collaboratively; excellent communication and interpersonal skills across cultures with demonstrated experience building relationships and networking; and be a seasoned public speaker with experience talking to the media and delivering high-level presentations to international audiences.

All enquiries should be directed to Tim Bowie, Partner at Loddon Consulting LLP our retained search consultant [tim@loddonconsulting.co.uk](mailto:tim@loddonconsulting.co.uk) who will arrange an initial confidential discussion and who can share a detailed candidate brief which includes details of the application process and timetable. All respondents will be considered and a long list will be established. Long listed candidates will be contacted no later than 4 October 2024.