



Senior Programme Manager, Agricultural Landscapes

Conservation Partnerships

(Parental Leave Cover)

“In the past century FFI has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,
FFI Vice-president

Fauna & Flora International

Fauna & Flora International (FFI) saves species from extinction and habitats from destruction, while improving the livelihoods of local people. Our guiding principles are to work through local partnerships, act as a catalyst for change, make conservation relevant and base decisions on sound science. Founded in 1903, FFI is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

Agricultural Landscapes Programme

Agriculture is the main driver of land-use change globally, and many on-the-ground stakeholders in FFI's areas of operation are subsistence farmers. FFI seeks to work directly with farming communities, through local staff and partner organisations, to develop, design and implement interventions that improve the incomes, opportunities and livelihoods of farmers while working towards landscape-level conservation goals. In addition to this, we engage with the agribusiness sector with the objective of influencing policy and practice around biodiversity impact and management within agricultural supply chains.

We prioritise community consultation and good data collection, and our recommendations are based upon the ideal of meeting both human development and conservation goals. Examples of our work include:

- Providing technical support within projects
- Promoting techniques to monitor and report the value of ecosystem services within farming landscapes
- Providing direct support and advice to regional and thematic teams on any issues relating to agriculture, pollination and some aspects of forestry
- Promoting effective monitoring and evaluation via good agricultural data collection
- Developing context-specific positions on key topics such as agrochemicals and GM crops
- Developing relationships within the larger world of agriculture in development and conservation, including ties with research institutions and national agricultural ministries
- Raising the profile of wild pollinators and the potential loss of pollination services as a risk to agribusiness

The Opportunity

FFI is seeking a highly experienced professional to lead the development and delivery of FFI's agricultural landscapes (AL) programme. You will be responsible for shaping strategy and for working with implementing teams and partners to design projects and secure appropriate funding. You will identify opportunities and provide technical and management expertise on agriculture in line with wider institutional priorities and FFI's ethos for conservation delivery. You will provide input and support to FFI's portfolio of conservation projects around the world, working closely with our regional teams and partner organisations.

You will be up to date on the latest issues and approaches impacting agriculture within the context of conservation. You will have experience of working in partnership with the agribusiness sector and developing relationships and delivering work with the business sector. You will have international experience of working in the agriculture sector, with a clear understanding of the challenges around sustainability.

You will be an excellent people manager, focused on enabling your team members to develop and deliver in their roles. Collaboration is essential and you will be a proven team player responsive to the needs of colleagues and partners. You will be able to collaborate effectively with government agencies, non-governmental organisations and a variety of other partners and stakeholders, and have excellent interpersonal and communication skills. You will be highly organised and self-reliant. Excellent writing skills are essential, including experience of writing funding proposals and donor reports. International travel will be required.

Fluency in written and spoken English is essential, and fluency in French, as well as agroforestry and pollination experience, is highly desirable.

In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation, with opportunity to apply your skills and expertise where appropriate. In addition, FFI offers a generous pension contribution, attractive annual leave allowance and life insurance.

Our offices are located in The David Attenborough Building in central Cambridge, just a few minutes' walk from glorious historic buildings and museums, the picturesque River Cam, the central market and shopping centre, and a host of cafés and restaurants.

Terms and Conditions

Start Date:	16 September 2019 or as soon as possible thereafter
Duration of Contract:	This is a temporary position to provide parental leave cover and will terminate on or before the 20 September 2020 on the return of the Senior Programme Manager, Agricultural Landscapes from parental leave.
Probation Period:	Six months
Salary:	circa £40,000
Location:	Fauna & Flora International, Cambridge
Benefits:	25 working days' annual holiday entitlement plus Public/Bank Holidays and any normal working days that fall between 24 December to 1 January inclusive, during which time FFI UK offices are closed For employees on UK-based contracts, FFI currently provides a pension contribution of 8% of salary after 3 months' continuous employment. Group Life insurance, currently set at a benefit of 4 x basic salary
Hours of Work:	This is a full-time position, working Monday to Friday from 9.00am to 5.30pm, with a one-hour lunch break.

Job Description

Job Title:	Senior Programme Manager, Agricultural Landscapes
Reports to:	Senior Director, Conservation Partnerships
Line Manages:	Technical Specialist, Agricultural Landscapes Programme Officer, Agricultural Landscapes
Key internal relationships:	Senior Director, Conservation Partnerships (SDPart) Regional Directors and Conservation Partnership Directors Project Managers

Overall Objective:

To lead the development and delivery of FFI's agricultural landscapes (AL) programme, responsible for shaping strategy, helping to design and secure funding for project activities, developing new directions and providing technical and management expertise on agriculture in line with wider institutional priorities and FFI's ethos for conservation delivery.

Specific duties:

Management:

- Hold primary accountability for FFI's work on agriculture and ensure that project plans (technical and financial) are appropriately developed, agreed and resourced by Regional Programme and Conservation Partnerships teams, prioritised in line with FFI strategy and in consultation with SDPart
- Support regional programme teams with AL component design, threat analysis, response design, partner identification and project delivery, ensuring AL components appropriately budgeted for
- Lead on managing and building relationships with key agriculture and agribusiness companies and existing and potential donors
- Ensure AL aspects of project delivery and impact is tracked to inform learning, adaptive management and ongoing funding priorities
- Line manage designated AL staff through clear objective setting, continuous performance management, annual appraisal, training provision and personal development planning to ensure the effective and timely delivery of programmes of work
- Maintain strong working relationships with Conservation Partnerships and Regional Programme teams within FFI to ensure all work relevant to agriculture adopts a coordinated and consistent approach
- Manage the finances of the programme, setting annual budgets, reviewing performance against budget at a programme level and ensuring all internal reporting requirements are met
- Ensure that AL has the appropriate human resources, including hiring of consultants where necessary, to deliver its agreed objectives

Development:

- Advise FFI's Senior Management Team on AL strategy, keeping a close watching brief on global trends and effectiveness of responses, and on appropriate strategic FFI actions and partnerships
- Develop the portfolio of AL projects, supporting key staff members to grow these areas of work, ensuring this work meets FFI's conservation priorities and is developed in consultation and with the support of FFI's Regional Programme and Conservation Partnerships teams
- In collaboration with the Fundraising team, identify prospective funders and donors for agriculture and the AL programme, developing and nurturing funder/donor relationships
- Develop cross-sectoral collaborations/alliances and partnerships to support the implementation of AL approaches to conservation, including influencing and engaging the development sector, rights-based advocacy groups and research institutions.
- Monitor and develop understanding of agricultural and plantation commodities of strategic interest to FFI's Regional Programmes and identify the most effective way for FFI to engage

Knowledge development and dissemination:

- Track and share emerging agricultural and pollinator best practice, participating in relevant networks and policy discussions and ensuring this informs FFI's thinking and that of key partners with whom we are engaging – NGOs, government, academia and the private sector
- Develop and participate in knowledge sharing and capacity building on agriculture and pollination within FFI and with partners through supporting site visits, workshops, monitoring processes, and internal and external communications
- Identify and support the development of collaborative research into strategic or upcoming issues to improve internal and external knowledge
- Support the Technical Specialist, AL to ensure effective monitoring and impact assessment of FFI agriculture work through support and guidance to appropriate staff
- Ensure effective communication of FFI AL work internally and externally, working with FFI staff and partners to understand and respond to the risks and opportunities

General:

- Represent and promote FFI's AL work to internal and external stakeholders, including the agricultural sector, government agencies, NGOs, for-profit entities, academic institutions, external donors, and the wider public as appropriate
- Assist in dealing with external enquiries relating to the work of the AL programme
- Represent FFI at appropriate fora
- Undertake other tasks commensurate with the position that may be requested of you, from time-to-time, by your Line Manager
- Ensure that engagement with business is aligned to the FFI Principles of Engagement with the Private Sector. A copy can be found at <http://www.fauna-flora.org/companyengagement.php>

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Programme management skills with experience in development and implementation • Strong people management skills, with ability to mentor, inspire and performance manage individuals • Strong financial management skills, including budgeting and reporting • Technical knowledge and skills relevant to agriculture and agroforestry with conservation objectives • Strong verbal communication and networking skills, with ability to present, negotiate and persuade at all levels with confidence and credibility • Excellent written communication skills, including proposal writing and report writing • Ability to engage with and develop relationships with the private sector • Proven ability to develop and maintain effective working relationships with diverse people and organisations, such as governments, NGOs, community groups and businesses • Fluency in written and spoken English 	<ul style="list-style-type: none"> • Fluency in French and/or, Spanish or Bahasa (French extremely desirable)
Knowledge and experience	<ul style="list-style-type: none"> • Postgraduate degree or equivalent qualification in agriculture, agricultural development, biology or ecology • Excellent technical background and understanding of agriculture and conservation issues and ability to effectively communicate this • International field experience in research, agriculture, conservation or development • Proven experience in team management • Proven track record of efficient project planning, implementation, budget management and financial reporting • Proven experience working with local partners, authorities and communities in various cultural contexts • Experience of working with remote teams 	<ul style="list-style-type: none"> • Previous experience working on pollination and pollinators • Specialist knowledge on particular crop, agricultural method or land management issue • Experience developing and applying Theory of Change

	Essential	Desirable
Behavioural qualities	<ul style="list-style-type: none"> • Builds positive personal and organisational relationships • Team player, demonstrating ability to seek out and harness the views and contributions of others • Shows initiative and a positive approach to dealing with challenges and problems • Culturally sensitive • Self-starter, able to work well under own initiative • Commitment to conservation and desire to make a difference 	
Other	<ul style="list-style-type: none"> • Entitlement to work in the UK • Ability to undertake regular international travel 	

How to Apply

Applications, consisting of a covering letter explaining why you feel you should be considered for this post, a full CV (tailored to the role as advertised, highlighting relevant experience and achievements) and contact details for two referees (who will not be contacted without your permission) should be sent to laura.fox@fauna-flora.org

Please mark your application '**Senior Programme Manager, Agricultural Landscapes**'.

The closing date for applications is **Sunday, 8 September 2019**. Please note that interviews will be held week commencing Monday, 9 September 2019. Candidates selected for interview will be contacted by email or telephone – please specify your preferred method of contact in your covering letter and indicate where you saw the position advertised.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed candidates. If you do not hear from us within four weeks of the closing date, please assume that you have not been successful on this occasion.

Applicants with Disabilities

FFI encourages applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact Jade Bedwell, HR Officer, FFI, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity