Technical Specialist,
Livelihoods & Governance,
Conservation Finance & Enterprise

Conservation Partnerships

“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, whilst 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.

Conservation Finance & Enterprise

There is growing consensus that, whilst critical conservation work must continue to be underpinned by philanthropy and global development funding, grant-based finance is simply not sufficient to address the rate of global biodiversity loss in the Anthropocene age. With the pressure on threatened species and habitats continuing to intensify, and increasingly negative impacts on people due to ecosystem degradation, there is a need for significant additional finance for the global conservation effort.

Meeting this need requires innovative models for achieving and sustaining conservation impact, looking beyond traditional grant models and taking inspiration from the private sector. Funder preferences are evolving to reflect this, with a demonstrable shift in interest towards performance-based funding, enterprise-based models, and the blending of donor funding with investment finance to increase impact in the conservation sector.

Against this backdrop, FFI is working with local partners to establish long-term, sustainable funding models for conservation initiatives, tailored to the needs of specific places. FFI has a vision where access to sustainable economic opportunities drives positive conservation outcomes, by enabling local and global actors to enhance protection of threatened habitats and species.

The Opportunity

FFI is seeking a qualified candidate for the position of Technical Specialist, Livelihoods & Governance, Conservation Finance & Enterprise. You will have strong technical skills relevant to the development of the socio-economic elements in REDD+ and other nature-based solutions (NBS) projects. In particular, you will have direct experience in the design and facilitation of land tenure clarification, Free Prior Informed Consent (FPIC), benefit-sharing and grievance redress mechanisms. You will also have a proven track-record in the development of sustainable livelihood strategies working with impoverished rural communities in developing and middle-income countries.

Working closely with regional project teams and other technical specialists, you will play a vital role in the technical design and implementation of pioneering projects in high conservation value landscapes with an initial focus on Africa and Asia, in countries including Liberia, Vietnam and Mozambique. You will be responsible for leading the field and desk-based work streams required for the preparation of social sections in Climate, Community and Biodiversity Standards (CCBS) and Plan Vivo (PV) Project Documents (PDs); contribute to the building of internal and partner capacities in livelihoods and governance approaches; work collaboratively with field staff and other
livelihoods and governance specialists to document learning; and contribute to the development of new opportunities within FFI's terrestrial and marine programmes. You will also support cross-cutting and regional staff in designing and implementing protocols for the collection, analysis and evaluation of necessary socio-economic data, facilitating the successful development of enterprise development and market systems approaches.

You will demonstrate the ability to think holistically and to work collaboratively with field staff and other technical specialists from diverse disciplines and teams to effectively integrate socio-economic work-streams with carbon and biodiversity activities.

This position is based in Cambridge. Some local and international travel will be required. In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation. 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:** As soon as possible

**Duration of Contract:** Permanent

**Probation Period:** Six months

**Salary:** circa £35,000

**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 hours are Monday to Friday from 9.00am to 5.30pm, with a one-hour lunch break.
Job Description

Job Title: Technical Specialist, Livelihoods & Governance, Conservation Finance & Enterprise (CFE)

Reporting to: Senior Programme Manager, Conservation Finance & Enterprise

Key relationships: Enterprise Development Manager, CFE
Conservation Finance & Enterprise (CFE) Programme staff
Conservation, Livelihoods & Governance (CLG) Programme staff
Senior Technical Specialist (Livelihoods & Governance), Africa
Director of Operations, Africa
Country Manager, Liberia
Country Manager, Mozambique
Country Manager, Vietnam
Other relevant regional and country programme representatives
Senior Programme Manager, Agricultural Landscapes

Key responsibilities:

The Socioeconomic Specialist role will deliver technical specialist input across two specialist areas, working closely with the CLG and Regional teams to ensure this technical advice is aligned institutionally:

- Lead the integration of social safeguards and delivery of socioeconomic advisory services across FFI projects where there is a focus on REDD+ and other market-based nature based solutions (NBS) approaches;
- Provide technical support to inclusive market system and conservation enterprise development projects across FFI’s portfolio.

Specific responsibilities:

1. **Provide technical advice and support on socio-economic aspects of REDD+ and other market-based NBS approaches**
   - Work with FFI’s multi-disciplinary teams focusing on REDD+ to ensure compliance with socio-economic aspects of international best practice standards (e.g. CCB, PV, IFC) in REDD+ and other market-based NBS projects and feasibility studies
   - Provide technical and capacity-building support to FFI staff and partners on key issues including:
     - Socioeconomic context analysis and M&E
     - Stakeholder analysis
     - Free, Prior and Informed Consent (FPIC)
     - Land tenure and carbon rights
     - Community participation in governance structures and processes
     - Equitable benefit-sharing mechanisms, particularly at the community level
     - Grievance mechanisms
     - Gender
     - Development of sustainable livelihood strategies
• With input from regional and CLG teams, lead the delivery of socio-economic data collection and analysis pertaining to REDD+ projects (and any other enterprise or market system intervention), and where possible build the capacity of FFI field based staff and partners in these processes

2. **Provide technical advice and support to market system and enterprise development projects**

   Working closely with the Enterprise Development Manager, CFE and relevant Project Managers:
   • Support the design and development of sustainable livelihoods initiatives using a Participatory Market Systems Development (PMSD) approach
   • Support the design and implementation of inclusive finance interventions to strengthen sustainable livelihoods and local incentives for conservation e.g. Village Savings and Loan Associations (VSLA)
   • Conduct feasibility studies for public-private partnerships
   • Build the capacity of FFI in-country staff and partners to assess the suitability of market system and enterprise development approaches, through training and ongoing mentoring

3. **Development**

   • Provide technical input to support the design, development and fundraising for projects that strengthen sustainable livelihoods, increase local wellbeing and provide incentives for conservation in priority landscapes
   • Identify and develop relationships with targeted potential partner organisations to support funding and implementation of new projects

4. **Learning and Communications**

   • Keep abreast of cutting edge initiatives and emerging issues in areas of expertise including socioeconomic best practice in the context of REDD+ and NBS
   • Facilitate the sharing of relevant information, knowledge and lessons learnt internally via appropriate channels e.g. working groups, Yammer
   • Author blog posts and learning papers and practical guidelines on topics agreed with the Director, CFE, and in collaboration with other relevant staff as appropriate
   • Assist in dealing with external enquiries relating to FFI’s work on Conservation Finance and Enterprise including those related to the socioeconomic best practice in REDD+ and other market-based NBS projects
   • Work closely with the CLG team to ensure learning is formally documented and disseminated amongst staff and relevant partners, and that technical support provided is in line with FFI’s livelihoods and governance approach

5. **General**

   • With agreement of the line manager, perform other tasks that may be requested from time to time and that are appropriate to skills and experience, including broader representation of FFI and its programmes
   • Supervise consultants and interns as required
## Person Specification

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<th>Essential</th>
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<td><strong>Skills</strong></td>
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<td>- Social science skills, particularly in the design and implementation of participatory, gendered, socio-economic analysis, monitoring and evaluation (M&amp;E)</td>
<td>- Experience working with and/or within the private sector on sustainability issues</td>
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<td>- Ability to work with colleagues with diverse backgrounds to increase their capacity to undertake socio-economic analysis and M&amp;E and to use the results in adaptive management</td>
<td>- Fluency or working proficiency in other languages, in particular Kiswahili, Bahasa Indonesia</td>
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<td>- Ability to manage a complex workload, requiring efficient project planning and management</td>
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<td>- Ability to communicate and collaborate effectively with regional and technical staff, and partners including governments, NGOs, community groups and the private sector</td>
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<td>- Analytical and strategic thinking, applied to programme development and implementation</td>
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<td>- Fluency in English</td>
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<td>- Fluency or working proficiency in French language</td>
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<td>- Participatory value chain/market system analysis and development skills</td>
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<td><strong>Knowledge and experience</strong></td>
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<td>- Relevant post-graduate degree, or equivalent, in social sciences as they relate to natural resource management</td>
<td>- Experience and/or relevant training in business development and management expertise, e.g. MBA qualification</td>
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<td>- Practical experience of working with rural communities in West Africa and/or Southeast Asia</td>
<td>- Practical experience with, and knowledge of the content of the Climate Community &amp; Biodiversity (CCB), Plan Vivo and/or IFC or similar standards</td>
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<td>- Proven success working on socioeconomic and sustainability issues with, and/or within, the NGO and private sectors</td>
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<td>- Proven experience of supporting compliance with, and monitoring and reporting against, international safeguards and other relevant standards</td>
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<td>- Experience working on community aspects of REDD+ and/or other NBS project</td>
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**Behavioural Qualities**

- Committed to FFI’s vision and mission
- Upholds FFI’s values
- Excellent team player with the ability to also work well under own initiative
- Builds positive organisational relationships and is highly sensitive of operating in different cultures and capable of adapting approach accordingly
- Able to work effectively with geographically dispersed teams

**Other**

- Entitlement to work in the UK
- Ability to undertake regular international travel, including travel in rural areas in developing countries

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**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 dorothea.pio@fauna-flora.org

Please mark your application ‘Technical Specialist, Livelihoods & Governance, Conservation Finance & Enterprise’.

The closing date for applications is **Thursday 30 April 2020**. Interviews are likely to be held during the week commencing **11 May 2020**. 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.