Senior Programme Manager,
Nature Based Solutions (NBS) and
Climate Finance

Conservation Finance & Enterprise

“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 Senior Programme Manager, Nature-Based Solutions and Climate Finance to help lead FFI’s exploration of Nature-Based Solutions (NBS) and their potential in delivering integrated social and environmental benefits required to achieve Paris climate agreement targets. You will have strong technical skills in designing or implementing nature-based solutions (NBS) projects. You will be a skilled manager, with proven experience in developing and executing strategies for organisational growth, and you will be passionate about scaling viable, impact-driven models that deliver environmental and social impacts.

You will be comfortable driving thought leadership within an organisation and have a demonstrated ability to navigate the ambiguity in the early stages of programme development. You will have proven demonstrable experience of working quickly and effectively with diverse stakeholders (project teams, NGO partners, private sector partners, community entrepreneurs, and potential investors) with diverse levels of experience of using market-based approaches to finance conservation to achieve conservation objectives. This role requires a deep commitment to supporting staff, partners and communities in FFI-supported landscapes to make sustainable financing of conservation a reality.
This position is based in Cambridge within FFI’s Conservation Finance & Enterprise team. 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: July/August
Duration of Contract: Permanent
Probation Period: Six months
Salary: circa £40,000 per annum
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. Full-time working hours are Monday to Friday from 9.00am to 5.30pm, with a one-hour lunch break.

Job Description

Job Title: Senior Programme Manager, Nature Based Solutions (NBS) and Climate Finance
Reporting to: Director, Conservation Finance & Enterprise
Key relationships: CFE programme staff
Senior Director, Conservation Partnerships
Director, Conservation Science & Design (CSD)
Director, Extractives & Development Infrastructure (EDI)
Overview: The Programme Manager will help lead FFI’s exploration of Nature-Based Solutions (NBS) and their potential in delivering integrated social and environmental benefits required to achieve Paris climate agreement targets. S/he will a) investigate the evolving role of NBS in achieving global climate change targets and identify opportunities across FFI’s global project portfolio; b) scope and convert opportunities to broaden collaboration with governments, international finance institutions, civil society organisations, and the private sector; c) provide technical support in the assessment and implementation of existing and new NBS projects, covering topics such as REDD+, blue carbon, and Forest Bonds. The Programme Manager’s expertise in NBS will help FFI leverage its technical and implementation skills and expertise, build organisational profile in the market, identify synergistic opportunities with external partners, and secure long-term sustainable finance that can align incentives for conservation and climate change mitigation initiatives.

Responsibilities include:

Team leadership and management
- Work closely with the Director, Conservation Finance & Enterprise, Senior REDD+ Programme Manager, and Enterprise Development team to support the development of an approach to the deployment of NBS
- Serve as a key institutional point of contact and organisational champion for NBS across regional programmes
- Line manage designated 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 and develop individuals and their functions

Programme development and implementation
- Support FFI leadership in developing and implementing FFI’s Climate Change Action Plan, with particular focus on the role of NBS across FFI’s site-based project portfolio
- Lead collaboration with FFI teams in exploring potential applications of NBS and building project pipeline
- Identify opportunities and coordinate proposal development for NBS projects across FFI’s programmatic areas, in collaboration with Senior REDD+ Programme Manager, Climate Change Specialist, and relevant regional and cross-cutting staff
- Support the implementation and scaling of NBS projects that generate sustainable revenue streams for conservation efforts and create long-term local incentives for conservation
- Support FFI in building its organisational profile in the NBS space
Technical support
- Provide technical advice and assistance for the development of NBS components in existing FFI projects, ensuring: (1) the alignment and compatibility with existing biodiversity conservation components, and (2) the development of stronger sustainable finance logic and approaches
- Support FFI teams globally in the design, and implementation of new finance and enterprise-based projects globally – focussed on NBS
- Develop new technical partnerships to support the implementation of NBS and innovative finance, and provide technical support to regionally-led technical partnerships
- Manage relationships with partnership organisations, as agreed
- Input into FFI’s climate change strategy and initiatives, particularly as it links to NBS and innovative finance work
- Work with the Extractives & Development Infrastructure team and Director, Conservation Finance & Enterprise, to inform and develop FFI’s work with the private sector on NBS

Administrative support and communications
- Support financial and operational management of the CFE programme in full compliance with FFI policies and procedures
- Develop internal and external communications materials to strengthen the profile of FFI’s work on conservation finance and enterprise, and act as key point of liaison between the CFE programme and FFI’s Communications Team
- Track latest NBS-related research, initiatives and events relevant to FFI’s work, and ensure key information is disseminated effectively within the CFE programme and the wider organisation
- Lead, advise and participate in external and internal technical working groups and conservation finance professional associations, as agreed
- Represent FFI in internal and external fora and meetings, as requested

Person Specification

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<tr>
<th>Skills</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>• Strong technical skills relating to NBS, e.g. REDD+, blue carbon, Forest Bonds</td>
<td>• Skills in languages relevant to FFI’s programme portfolio, in particular, Bahasa Indonesia, French, Italian, Spanish</td>
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<td>• Excellent ability to assess and articulate strategic objectives</td>
<td>• Excellent verbal communication skills, with ability to present to external audiences with confidence and credibility and to translate and present technical concepts to a non-technical audience</td>
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<td>• Strong project management skills</td>
<td>• Excellent written communication skills, including report and proposal writing</td>
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<td>• Excellent people management skills</td>
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- Strong organisational and prioritisation skills, with structured and methodical approach to work, attention to detail and a clear focus on results
- Fluency in written and spoken English
- Analytical and strategic thinking, applied to programme development and implementation
- Capacity building and mentoring skills
- Ability to manage a complex workload involving different stakeholders
- Ability to think laterally and creatively

**Knowledge and experience**

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<th>Experience in the design and/or implementation of NBS projects</th>
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<td>Fluency in written and spoken English</td>
<td>Experience with climate finance from public and private sources, at policy and/or implementation level</td>
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<td>Analytical and strategic thinking, applied to programme development and implementation</td>
<td>Demonstrated understanding of IFI’s role in the NBS agenda</td>
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<td>Capacity building and mentoring skills</td>
<td>Experience developing funding proposals for donors and managing grants</td>
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<td>Ability to manage a complex workload involving different stakeholders</td>
<td>Proven experience in managing relationships effectively with key stakeholders, including governments, international finance institutions, civil society organisations, and the private sector</td>
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<td>Ability to think laterally and creatively</td>
<td>Post-graduate degree or equivalent level qualification in business, economics or other relevant discipline</td>
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<td>Experience in the design and/or implementation of NBS projects</td>
<td>A proven understanding of the development sector and environmental / biodiversity conservation issues in particular</td>
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<td>Experience with climate finance from public and private sources, at policy and/or implementation level</td>
<td>Practical experience doing business in developing and emerging markets</td>
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<td>Demonstrated understanding of IFI’s role in the NBS agenda</td>
<td>Experience of working with, or within, the NGO sector</td>
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<td>Experience developing funding proposals for donors and managing grants</td>
<td>Experience working in an international environment</td>
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**Behavioural qualities**

| Builds positive organisational relationships and is highly sensitive of operating in different cultures and capable of adapting approach accordingly | Experience working in SE Asia (particularly Indonesia) and Southern Africa |
| --- | Background in Ecology |
| Excellent collaborative team player with the ability to also work well under own initiative | Experience dealing with private sector and/or governments in developing countries |
| Committed to FFI’s vision and mission | Advanced degree in business-related discipline |
| Upholds FFI’s values | Experience of practical conservation work, particularly in a developing country context |
| | Knowledge of development approaches to enterprise development and strengthening of market systems, such as Practical Action’s Participatory Market Systems Development (PMSD) |
- Ability to work effectively with geographically dispersed teams
- Flexible and adaptable in uncertain and changeable work situations
- Ability to deal with challenges in a positive and constructive manner
- Passionate about social and environmental enterprise and realising the potential of business approaches to achieve positive social and conservation impact
- A strong desire to support the growth of social/environmental entrepreneurs

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 cooper.renfro@fauna-flora.org.

Please mark your application ‘Senior Programme Manager, Nature Based Solutions (NBS) and Climate Finance’ and indicate in your application where you saw this position advertised.

The closing date for applications is **Sunday, 14 June 2020**. Interviews are likely to be held during the week commencing **Monday, 22 June 2020**. Due to the Covid-19 outbreak, we anticipate that interviews will be held remotely.

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.