



Technical Specialist, Marine Plastics Conservation Science & Design

“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.

FFI Conservation Science & Design Programme

Good conservation decision-making depends on good information. The latest findings from the biological and social sciences as well as economic and policy arenas should inform these decisions. Local teams are often best placed to enhance and filter such information. The Conservation Science & Design team works closely with, and provides support to, locally-based staff and partners, which ensures decisions are based on a good understanding of the local situation, and at the same time enables us to take a pragmatic role in the development of FFI as an organisation.

We focus on a number of key areas:

- strategic development of key cross-cutting areas of FFI's conservation work - currently focused on marine, plastic pollution, threatened species conservation (with a specific focus on trees) and climate change
- robust approaches to allocating conservation funding - through management of a dedicated marine grant, Halcyon Land & Sea funds (which focuses on securing priority conservation areas), the Flagship Species Fund, the Global Trees Campaign and also co-ordination of reviews for external grant funds
- promoting effective monitoring and evaluation within FFI - focusing on cross-organisational impact reporting
- technical delivery within projects
- direct support and advice to regional and thematic teams on any issues relating to Conservation Science & Design or the specific work of our team

FFI Marine Programme

FFI has been working in marine conservation for decades. However, it launched its formal marine programme in 2011 focused on the following three strands:

- securing important areas to safeguard marine biodiversity;
- informing and influencing policies and practice affecting the marine environment; and
- supporting key national local institutions to help them deliver effective marine conservation.

Since 2011, we have worked across 17 countries with over 90 partners. We have contributed directly to the establishment or strengthening of over 50 marine protected areas and dozens of new no-take zones, witnessed a reduction in destructive fishing activities at 45% of all sites and seen evidence of recovery in key species groups and habitats. A recent external review of the Marine Programme showed that we are making strong progress and indicated clear need and opportunity for FFI to further grow this programme of work. (Please see our [website](#) for an overview of current projects.)

Marine Plastics

FFI's Marine Plastics work was formally launched in 2012, and since then has established a dynamic programme of work to curb the threat posed to marine ecosystems by plastic pollution. We focus on identifying the types and sources of plastic which pose the greatest threats to biodiversity, and on finding pragmatic and locally appropriate solutions to mitigate these impacts. FFI works constructively with corporates, governments, scientists and other NGOs to find pragmatic solutions, using the best available science to ensure these are robust and feasible.

FFI was strongly involved in the campaign to ban microbeads in the UK, and continues to work on other sources of microplastic pollution (notably plastic pellets). We also work to address plastic pollution within the context of our wider marine portfolio, and support partners around the world to engage on this issue, including through our membership of the Commonwealth Clean Oceans Alliance. We are also working to establish information on the challenges of alternative materials, looking at wider lifetime impact of alternative material choices. We continue to identify new priorities for intervention, based on a clear understanding of the science, impacts on biodiversity and demonstrated pathways to the sea, building pragmatic, collaborative solutions.

The Opportunity

We are offering a unique opportunity to contribute to the effective delivery and future development of our marine plastics work. The Technical Specialist, Marine Plastics, will play an important role within the Conservation Science and Design team, leading on technical aspects of our marine plastics work.

We are looking for a high-performing and experienced technical specialist with a sound and up-to-date knowledge of marine plastics issues, and experience of developing solutions and changing practice, particularly in relation to microplastics. You will have demonstrable ability and track record in working constructively with a range of stakeholders, including the corporate sector and government, and will be able to represent our work effectively to diverse external audiences.

You will have strong research and analytical skills combined with the ability to present convincing arguments. You will be able to communicate with confidence and credibility to a range of audiences, and have experience in building and maintaining productive organisational and external stakeholder relationships.

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:	As soon as possible
Duration of Contract:	Permanent
Probation Period:	Six months
Salary:	circa £33,000 per year, depending on skills and experience
Location:	Fauna & Flora International, Cambridge (some remote working may be considered). Some travel within the UK and internationally may be required.
Benefits:	<p>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</p> <p>For employees on UK-based contracts, FFI currently provides a pension contribution of 8% of salary after 3 months' continuous employment.</p> <p>Group Life insurance, currently set at a benefit of 4 x basic salary</p>
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:	Technical Specialist, Marine Plastics, Conservation Science & Design
Reporting to:	Senior Programme Manager, Conservation Science & Design
Line manages:	N/A
Key Internal Relationships:	Director, Conservation Science & Design Senior Director, Conservation Partnerships Programme Officer, Marine Plastics, Conservation Science & Design Head of Marine, Conservation Science & Design Regional Marine specialists Communications team Fundraising team

Overall objective:

The Technical Specialist, Marine Plastics will have responsibility for the technical delivery of specific marine plastics areas of work and, in collaboration with the Senior Programme Manager and other key staff, will help to shape strategic direction of identified projects. S/he will also provide technical

input and support to FFI's wider marine plastics work, including international projects. The Technical Specialist will be responsible for key institutional relationships with identified external stakeholders and will also be required to represent FFI externally on marine plastics issues, as requested.

Responsibilities

Technical delivery

- Deliver allocated marine plastics projects according to an agreed project plan, ensuring technical and strategic integrity, including the production of strong, technically robust outputs in line with agreed priorities.
- Lead the relationship with selected key partners and stakeholders (including corporates and policymakers), being proactive in ensuring regular engagement (as appropriate), accurately and consistently representing FFI's positions, understanding and respecting the nature of the relationships and FFI's roles, and furthering the organisation's strategic objectives.
- Represent FFI at external meetings and in stakeholder fora, providing expert technical input on relevant topics, actively promoting FFI's work in line with agreed strategic priorities and approaches, and positioning FFI as a credible and well-informed player in the marine plastics space.
- Be the technical lead in the relationship with identified donors and, in collaboration with the Senior Programme Manager, ensure strong technical and financial reporting to meet donor deadlines.
- Provide technical input and support to projects within the marine plastics portfolio for which this post is not the lead, helping to ensure robust and technically strong delivery on all FFI's marine plastics work.
- Provide technical input and guidance to support the delivery of marine plastics projects within FFI's regional programmes, including identifying potential partners or collaborators, and sharing key technical information and emerging science and policy to support project success.
- Produce technical documents, reports, briefings or other material as required as part of project and programme delivery, and provide technical input and guidance to material produced by other members of FFI's marine plastics or regional teams.
- Develop strategic targeted external communication materials, in collaboration with FFI's Communications Team, in line with programmatic priorities and approaches and to support project delivery or programmatic objectives.

2. Development

- In collaboration with the Senior Programme Manager (Marine Plastics and Plants), proactively help to shape the technical content of FFI's marine plastics programme and advise FFI Senior Management Team on overall strategic responses to the threat plastics pose to marine biodiversity.
- In collaboration with the Senior Programme Manager (Marine Plastics and Plants) and FFI's fundraising team, identify funding opportunities and develop targeted proposals to secure support for FFI's marine plastics work.
- Keep up-to-date with topical and emerging issues around marine plastics, the science (particularly the biodiversity impacts of plastic pollution), and relevant policy and initiatives, and ensure this knowledge is shared with members of the marine plastics team and other FFI staff working on marine plastic issues or for whom it would have relevance (e.g. the Energy, Development and Infrastructure team).

- Provide technical input and support to FFI's regional teams to develop appropriate, technically robust and effective marine plastics projects in the regions, ensuring these align with FFI's marine plastics strategy and organizational approaches, are incorporating the most up-to-date science, information and policy, and are working with appropriate partners and maximizing partnership opportunities.
- Use technical knowledge (including of the stakeholder landscape) and strategic understanding to identify emerging opportunities or issues on marine plastics, to support the development of new elements of work, and to input to FFI's marine plastics strategy and approach.
- Identify potential new partners or strategic relationships for FFI with relevance for our work on marine plastics and liaise with the Senior Programme Manager and other senior staff to develop new institutional relationships, where appropriate and as requested.

3. Learning

- Proactively share knowledge, expertise and understanding on marine plastics issues with other members of staff across the organisation, to ensure all the organisation's engagements on marine plastics are well-informed and based on sound information, that FFI's positioning and approaches reflect current knowledge and developments, and that opportunities relevant to other teams within FFI are maximised.
- Communicate actively about marine plastics and related issues through internal mechanisms (intranet, downloads, etc.) to ensure internal awareness and engagement on these issues, and externally (including blogs and a dedicated Twitter feed) to promote FFI as a credible partner in the marine plastics field.
- Liaise directly with the Communications team to ensure clear messages on marine plastics as part of our marine communications strategy and general promotion of FFI's marine work, and proactively identify opportunities to communicate FFI's marine plastics work to external audiences.

General

- Provide technical reviews for both internal and external grant funds on a range of conservation issues.
- With agreement of the line manager, perform other tasks that may be requested from time to time that are appropriate to skills and experience, including broader representation of FFI and its programmes.
- Assist in dealing with external enquiries relating to FFI's marine plastics work.

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Proven technical competency and experience in marine plastic pollution, its impact on biodiversity and measures to address it • Excellent organisational skills, with structured and methodical approach to work and a clear focus on results • Excellent communication and presentation skills (written and verbal) • Research and analysis skills with acute attention to detail • Strong skills in relationship-building with diverse stakeholders, including with the corporate sector • Ability to think strategically • Ability to prioritise and manage time effectively • Fluent in English (spoken and written) • IT literate 	
Knowledge and experience	<ul style="list-style-type: none"> • Advanced degree in a relevant field including marine or environmental sciences, resource management or similar • Extensive technical knowledge of marine conservation and the plastics sector • Significant experience of working in a similar role and on relevant issues • Proven knowledge of / relationships with key players and initiatives in the marine plastic pollution sector • Previous experience of engagement with the corporate sector • Experience of working in partnerships and facilitating alliances • Experience of organisational representation in diverse fora, including with decision-makers and high-level individuals • An understanding of and experience of working in or with NGOs • Experience in using technical information and understanding to inform strategy and strategic approaches • Experience of providing technical input and support to the work of others 	<ul style="list-style-type: none"> • Experience of donor relationships and engagement, and fundraising • Experience of formal presentations to large audiences • Experience of working in a non-European context

Behavioural qualities	<ul style="list-style-type: none"> • Ability to deal with challenges in a positive way • Committed to FFI's mission • Builds positive personal and institutional relationships • A team player, but able to work independently to an agreed programme • Ability to work under pressure and to deadlines • Interest in working with corporate sector, and ability to communicate positively with corporate partners • Flexible and adaptable • Engages sensitively with colleagues • Cultural sensitivity 	
Other	<ul style="list-style-type: none"> • Entitlement to work in the UK • Ability and willingness to undertake some travel 	

How to Apply

Applications, consisting of a covering letter explaining why you are applying for the position and relating your experience and skills to the role, a full CV, and contact details for two referees (who will not be approached without your permission), should be submitted electronically to charlie.fisher@fauna-flora.org

Please mark your application '**Technical Specialist, Marine Plastics**' and indicate in your covering letter where you saw this position advertised.

The closing date for applications is **Tuesday 11 August 2020**. Interviews will be held during the week commencing 17 August 2020. Due to the Covid-19 outbreak, we anticipate that interviews will be held remotely. Candidates selected for interview will be invited by email or phone as soon as possible.

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