



David Brossard/Flickr

Technical Specialist, Wildlife Trade

“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.

FFI & Wildlife Trade

FFI has been at the forefront of efforts to tackle illegal wildlife trade for almost two decades. Our practical, field-based approach revolves around putting in place effective measures on the ground to safeguard wild populations of key species from poaching for illegal trade.

There are multiple strands to FFI's approach to this complex global issue, but they all involve working closely with our established network of in-country partners in order to ensure that our interventions are appropriate to the local context and sustainable in the long term. In particular, we engage communities as active and motivated partners in species protection and law enforcement, not least by strengthening community rights and helping to ensure that they have a vested interest in safeguarding wildlife. We are also working to implement and assess comprehensive, evidence-based crime prevention approaches in the context of wildlife crime.

We focus on strategic long-term partnerships and collaborations with the institutions, groups and individuals who can have a significant influence on the illegal trade, either as consumers, businesses, policy makers, law enforcers or community leaders. And we place strong emphasis on building capacity, improving cooperation and encouraging information sharing in order to increase local effectiveness in tackling illegal wildlife trade.

The geographical spread of FFI's work to combat illegal wildlife trade reflects our global remit. We are having a direct impact on the ground in Africa, the Americas, Asia-Pacific and Eurasia. For example:

- The seeds of an idea that germinated in the late 1990s during informal discussions between FFI staff and the park authorities in Sumatra's Kerinci Seblat National Park have blossomed into a world-renowned tiger protection programme that continues to hold the line even in the face of on-going demand for tiger parts, and is also disrupting trade in Sunda pangolin and helmeted hornbill.
- Chuilexi Conservancy, at the heart of Mozambique's vast Niassa National Reserve is one of FFI's flagship projects, established in 2012 to provide a safe haven for elephants in response to a rapid rise in ivory poaching. The introduction of anti-poaching measures (including year-round, conservancy-wide patrols by better-equipped rangers) is helping to alleviate this pressure, despite the ongoing scale of the threat.
- As part of our work to protect the critically endangered saiga antelope, FFI is addressing illegal hunting and cross-border trade in the Ustyurt Plateau between Kazakhstan and Uzbekistan. We are now extending the programme to deter and detect illicit trafficking of other wildlife products, including snow leopard pelts and live saker falcons.

This is an exciting time to be joining FFI's Wildlife Trade Initiative, supporting a global team committed to strengthening and expanding our response to illegal wildlife trade. Working closely with our global network of partners, all four of FFI's regional teams are seeking to deliver smart, evidence-based and robust responses to illegal wildlife trade and emerging trade threats.

The Opportunity

In direct response to FFI's growing portfolio of work on illegal wildlife trade and the new opportunities and collaborations developing, we are now looking to add a new member to our Wildlife Trade team.

Working closely with country teams and partners delivering work to address unsustainable and illegal wildlife trade, the Wildlife Trade team provides technical input and direct support to project design, fundraising, implementation and impact monitoring. The team also proactively builds the technical capacity and skills within FFI and partners, supporting them to engage with emerging issues, ensure FFI is represented in relevant Wildlife trade-related forums, and maximise opportunities of relevance to wildlife trade for FFI and its partner network. In addition, the team also works collaboratively to advance smart, inter-disciplinary approaches to wildlife crime and influence decision-making amongst relevant global stakeholders. This includes producing written guidance and training materials, policy briefs and external communications, and facilitating the analysis, documentation and sharing of good practice, research and lessons learned between FFI project teams, the wider conservation sector, donors and policymakers.

We are seeking a team player with strong interpersonal and technical skills and relevant international experience for the position of 'Technical Specialist, Wildlife Trade'. Sound technical knowledge and experience of addressing illegal wildlife trade is a pre-requisite, ideally including one or more of the following areas: community-level responses to illegal wildlife trade; crime prevention; building law enforcement capacity. Knowledge and experience of developing and delivering behaviour change strategies would also be an advantage. In addition, you will be a highly collaborative and strategic thinker with proven experience in securing funds, project design, management and monitoring, and an ability to manage a diverse workload and multiple deadlines. You will also be a credible communicator, who is confident in developing and managing relationships with FFI staff, partner organisations and donors across a broad international diaspora. A good understanding of the need for effective information-sharing, collaboration and learning for conservation is also key, as is a shared commitment to FFI's mission and values.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Permanent
Probation Period:	Six months
Salary:	circa £35,000 per annum
Location:	Fauna & Flora International, Cambridge, UK
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. Normal working hours are 9.00am to 5.30pm, with a one-hour lunch break. Some remote working (within the UK) and flexible working arrangements are available.

Job Description

Job Title: Technical Specialist, Wildlife Trade

Reporting to: Head of Wildlife Trade

Key Relationships: Technical Specialist, Wildlife Trade (UK), Policy Adviser, Wildlife Trade (UK), Regional Directors, Country Directors, FFI Project Managers, members of FFI's broader Management Team, including managers of all key functions, regional, operational and field staff and partners.

Purpose:

To support species conservation through strengthening FFI's approaches to address illegal wildlife trade, including across FFI's regional programmes and partner network, in line with FFI's values and strategic priorities.

Specific Duties:

Technical Support & Development:

- Working in close collaboration with relevant regional and cross-cutting programmes, identify and develop opportunities to strengthen FFI's responses to unsustainable wildlife trade, aligned to FFI priorities and values, including enabling community-level responses to illegal harvest and trade, building evidence-based crime prevention, strengthening law enforcement capacity and collaboration, and reducing consumer demand.
- Enable FFI and partner staff, through direct support and proactive capacity development, to design, resource deliver, evaluate and learn from technically robust approaches to addressing unsustainable wildlife trade.
- Support FFI country and cross-cutting programmes to engage with emerging issues and maximise opportunities of relevance to wildlife trade, and facilitate strategic FFI representation in relevant national, regional and international wildlife trade-related fora (e.g. CITES CoP).
- Support delivery of the Restore Species Partnership and other strategic IWT collaborations, as required.

Learning, Knowledge Management and Communications:

- Support an active community of practice for wildlife trade across FFI to enhance responses to illegal wildlife trade.
- Build knowledge within FFI and its partner network on issues regarding wildlife trade by attending relevant external fora, reading publications, and distilling and sharing relevant information with FFI staff, partners and wider stakeholders, including preparation of original learning materials and thought pieces.
- Identify, engage and mentor relevant FFI staff, partner staff and students in emerging issues and opportunities of relevance to wildlife trade for FFI and its partner network.

- Represent FFI’s work on wildlife trade to internal and external stakeholders, including government agencies, NGOs, for-profit entities, academic institutions, funders, donors and media, proactively developing its profile and presenting and promoting its work and approach.
- Promote learning and exchange between FFI, the Cambridge Conservation Initiative, and other relevant institutions.
- Contribute content for FFI’s communications channels highlighting FFI’s work addressing illegal wildlife trade.
- Support maintenance of a MyFFI Wildlife Trade site and Yammer feed - including an up-to-date database of FFI’s illegal wildlife trade work and accessible relevant tools and publications – to support internal and external communications and learning, as required.

General:

- Assist in monitoring the impact of wildlife trade interventions, contributing to FFI’s annual Conservation Report and impact assessment in line with the business plan.
- Support all regional and cross-cutting teams with proposal development as requested.
- Undertake reviews of proposals for FFI and external organisations as appropriate.
- Undertake any other tasks commensurate with the position that may be requested of you, from time-to-time, by your Line Manager.
- Undertake travel to relevant conferences and international meetings.

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Relevant technical skills in responding to unsustainable and/or illegal wildlife trade • Strategic approach • Demonstrable project management skills with proven experience in project design, development, implementation, impact monitoring and evaluation • Ability to think critically and analyse complex and nuanced problems • Excellent written and oral communication skills (in English), including proposal writing, report writing and delivering presentations • Excellent interpersonal, networking skills • Ability to convey FFI’s work with confidence and credibility and act as a focal point for FFI’s work on wildlife trade, liaising with staff across the globe • Proven organisational skills, with structured and methodical approach to work and a clear focus on results • Ability to manage a diverse workload and multiple deadlines • Microsoft Office skills and IT literate 	<ul style="list-style-type: none"> • Relevant language skills, particularly Vietnamese, Khmer or Burmese

Knowledge and experience	<ul style="list-style-type: none"> • Advanced degree or equivalent in a relevant discipline (e.g. social sciences, natural resource management, criminology, law enforcement) • Substantial professional experience in international conservation or a related field, including tackling unsustainable or illegal wildlife trade • Knowledge and experience of at least one of the following: crime prevention, building capacity for law enforcement, community-level responses to illegal wildlife trade • Experience of working in partnership with government agencies, local civil society and international organisations, and of multi-partner collaborative projects • Experience of working in regions where FFI operates • Experience of building capacity for more effective conservation action • Good understanding of international conservation and NGOs 	<ul style="list-style-type: none"> • Experience of working in peninsular Southeast Asia • Knowledge and experience of managing trade in plants • Knowledge and experience of behaviour change interventions
Behavioural qualities	<ul style="list-style-type: none"> • Collaborative • Builds positive personal and organisational relationships • Committed to FFI's mission and values • Rigorous and diligent approach to work • Ability to work under pressure, prioritise and manage a diverse work load effectively, and to deal with challenges in a positive way • A good understanding of the need for effective information-sharing, collaboration and learning for conservation • Willingness to travel nationally and internationally, as needed • Proven ability to work effectively as part of a team • Flexibility 	
Other	<ul style="list-style-type: none"> ▪ Entitlement to work in the UK ▪ Ability to undertake international travel. 	

FFI Values

Values underpin who we are and how we act. Just as values shape who we are as individuals, they define us as an organisation, creating the culture of success for which Fauna & Flora International (FFI) is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

- We act with integrity
- We are collaborative
- We are committed
- We are supportive & respectful
- We get things done

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 rebecca.drury@fauna-flora.org.

Please mark your application '**Technical Specialist, Wildlife Trade**'.

The closing date for applications is **2 November 2020**, with interviews likely to take place during the weeks commencing **9 November** or **16 November 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, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity