



Juan Pablo Moreiras/FFI

Technical Specialist, Extractives & Development Infrastructure

“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.

Extractives & Development Infrastructure Programme

FFI has been working with the extractives and development infrastructure sectors for over 25 years. The Extractives and Development Infrastructure Programme is a highly strategic and technically competent unit engaged in cross-sectoral alliances, collaborations and field interventions. The Programme is core to FFI's continued success and positioning in the conservation arena. We provide innovative solutions to biodiversity challenges including biodiversity strategies, biodiversity management planning, offsets, risk & opportunity assessment, and we are increasing our work on International Finance Corporation's (IFC) and other Multilateral Financial Institution's Performance Standards and requirements. Our aspiration is to create an environment where the extractives and development infrastructure sectors make a net positive contribution to biodiversity conservation. FFI focuses its strategy for engaging with these sectors on three main competencies:

- Direct partnerships with companies to help them manage their impacts on biodiversity, ranging from advising on biodiversity policy issues, to assisting companies in developing and delivering biodiversity strategies and action plans
- Identifying and influencing the levers for change in business performance (such as the financial markets and government policy and planning) to drive a long term process of positive change in the way that business manages its impacts on biodiversity
- Tracking, investigating and responding to issues relevant to both business and biodiversity by developing innovative partnerships and alliances

FFI is responding to rapidly changing contexts where landscapes are increasingly fragmented and altered by indirect and induced impacts associated with ancillary and linear infrastructure developed to reach minerals or economic development nodes. We have operated primarily with exploration and mineral exploitation in a wide range of countries and areas including Brazil, Chile, USA, Italy, North Africa, West Africa, East Africa, the North Sea, Indonesia, Middle East, Mongolia, SE Asia, the Americas and Australia. We have recent and active engagements with the following companies: Anglo American, Eni E&P, BP, De Beers, LafargeHolcim, Newmont, ERM, Mott MacDonald, RSK, The Biodiversity Consultancy and others.

Working with Business for Conservation

FFI works with companies and Lenders that are strategically committed to effective biodiversity management and conservation. We require operations to work to understand and manage their impacts on biodiversity, following the mitigation hierarchy and aspiring to global best practice

standards such as committing to net positive contributions to biodiversity and ecosystem services. In order to recognise and manage their risks, it is important that companies understand the biodiversity contexts of their operations in order to identify and, where appropriate, mitigate potential impacts and capitalise biodiversity opportunities associated with the company's operational and exploration sites.

Potentially, almost all that an operation does will have some possible impact on biodiversity. Such impacts are not limited to endangered or threatened plants and animals but include the impacts on ecosystem services and the natural value of land. Opportunities exist to help companies strengthen the management of biodiversity and ecosystem services.

The Opportunity

We are seeking a highly motivated, skilled and experienced individual to provide technical expertise to our work with the extractives and development infrastructure sectors across FFI's global conservation programme. You will work closely with the Director and Senior Technical Specialists within the team, working to integrate biodiversity management at a strategic and operational level in both marine and terrestrial environments. You will contribute technical expertise, working on the characterisation and management of biodiversity across global operations whilst enabling FFI's commitment to objectives-based frameworks for biodiversity at the interface with large scale development. You will be experienced in the development and implementation of a full spectrum of biodiversity and ecosystem services management, including the application of environmental impact assessment, environmental and social safeguards, biodiversity risk assessments, developing Biodiversity Action Plans, implementing the mitigation hierarchy, and conceptualising and planning biodiversity offsets. Your position will also interface with FFI's engagement with sectoral initiatives such as IPIECA, International Council on Mining and Metals and other Communities of Practice and business and biodiversity forums.

This role will require technical and management skills, contributing to and supporting a range of FFI projects and supporting technical delivery. You will be expected to work independently, providing support to programme managers and senior technical staff. The role will require international travel to meet project objectives and programme development requirements. As a technical member of the team, you will be expected to work closely with colleagues and partners across FFI global conservation programmes and to encourage the use of global best practices and objectives led frameworks to ensure the integration of biodiversity and ecosystem services aspects into all aspects of our work in the extractives and infrastructure sectors.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Open
Probation Period:	Six months
Salary:	circa £32,000 per annum

Location: Fauna & Flora International, Cambridge UK, with options for flexible working conditions.

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: Technical Specialist, Extractives & Development Infrastructure

Reporting to: Senior Technical Specialist, Extractives & Development Infrastructure

Overall objective

Provide technical expertise to the work programmes and partnerships within the extractives and infrastructure sectors. Support the Director and Senior Technical Specialist in the delivery of technical expertise to FFI's Cross-cutting and Regional Programmes and our partners, including the range of technical input required to deliver net positive impact with our corporate partners.

Main Duties and Responsibilities:

- Contribute to net positive approaches and promote best practice for the management of biodiversity and ecosystem services in the extractives and infrastructure sectors across FFI's global programme
- Provide technical support to guide and challenge approaches to managing the impacts of the extractives and infrastructure sectors on biodiversity, including delivery of collaborative biodiversity management projects at operational sites and advice on emerging biodiversity / business issues such as biodiversity offsets, landscape level planning and performance measurement
- Support the implementation of global best practice biodiversity conservation measures including those meeting IFC's PS6, EBRD's PR6 and the Equator Bank standards to achieve no net loss or a net positive contribution to biodiversity and ecosystem services
- Ensure appropriate design and use of geospatial and analytics tools to enable effective and sustainable implementation

- Provide day to day technical support to key extractive sector projects including project strategy, planning, risk analysis and working with the Director and Senior Technical Specialist and FFI's key consultants to deliver high quality technical projects
- Support the delivery of new opportunities within the private sector within FFI's key geographic regions of activity in accordance with FFI's strategic aims and objectives

Tasks to include:

- Support the effective technical delivery and sustainable implementation of net positive approaches, landscape level assessment and planning initiatives in the extractives and infrastructure sectors
- Provide technical expertise to deliver best practice standards for the management of biodiversity and ecosystem services
- In consultation with a broad range of stakeholders, support the design and implementation of net positive approaches to compensate for residual biodiversity impacts of major extractive and infrastructure projects
- Assist, through the provision of strategic and technical advice, extractives sector operations in developing their approach to managing and monitoring biodiversity

General

- Contribute to the development and implementation of the FFI Business Plan
- Ensure all work delivered in full compliance with FFI policies and procedures, including Focal Point and the Delegation of Authorities
- Represent FFI projects and programmes to external parties as requested
- Track emerging issues linking to extractives and development infrastructure and participate in priority events as requested by Line Manager
- Undertake any other tasks commensurate with the position that may be requested of you, from time-to-time, by your Line Manager
- Produce and work within annual budgets, maintain accounts
- Manage key projects
- Support the Senior Technical Specialist, EDI to produce reports as required by partner organisations, the EDI Programme and FFI's internal reporting processes
- Support the Senior Technical Specialist, EDI with respect to FFI's input into the sectoral initiatives drawing on the skills and expertise of FFI's wider conservation team and partners
- Contribute to discussions on biodiversity and sustainability within the extractives sector and other relevant forums
- Support the Director, EDI and Senior Technical Specialist, EDI and wider team as and where required

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Proven technical expertise as a business & biodiversity practitioner • EIA and IFI ESS practitioner • Sector experience – extractives and/or infrastructure • Excellent technical report writing skills • Strong communication and presentation skills (written and verbal), to both technical and non-technical audiences • Strong project management skills with experience in project planning, financial management, reporting and evaluation • Strong organisational, prioritisation and time management skills • Ability to think laterally and creatively • Excellent spoken and written English 	<ul style="list-style-type: none"> • Grant application writing • Italian, French, Spanish or Portuguese language skills
Knowledge and experience	<ul style="list-style-type: none"> • A post-graduate Degree or equivalent level qualification in a biodiversity conservation or environmental management related subject (e.g. geography, international development or environmental studies, natural sciences) • Proven track record and experience of working on environmental and/or conservation issues in a developing country context or of environmental issues within the private sector • Experience in biodiversity risk assessment, action planning, monitoring and impact assessment in the field • Demonstrable expertise and application of the mitigation hierarchy including biodiversity offsetting and associated metrics • Proven knowledge of and application of IFC's PS6 and EBRD's PR6 • Knowledge and application of ecosystem services assessment tools • Expertise in and application of biodiversity metrics, measurements and indicators • Experience working in or with cross-sector partnerships 	<ul style="list-style-type: none"> • Experience of corporate environmental management systems and environmental impact assessments gained in an international environment • Good understanding of international conservation and of the NGO sector • Knowledge and experience of SDGs

Behavioural qualities	<ul style="list-style-type: none"> • Highly motivated and driven • Excellent team player • Pragmatic • Flexible and adaptable • Ability to show initiative, to work independently • Reliability and efficiency • A self-starter 	
Other	<ul style="list-style-type: none"> • Entitlement to work in the UK • Commitment to FFI's mission and values • Strong, demonstrable commitment to conservation • Ability and willingness to travel, including at short notice to remote international location 	

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 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 should consist of the following:

1. A covering letter outlining how you meet the requirements of the role and your motivations for applying
2. A full CV and contact details for two referees (who will not be approached without your permission)
3. An example of a recent project you have undertaken that you consider demonstrates your ability to apply the skills called for in the job description given above

and should be sent by email to samir.whitaker@fauna-flora.org

Please mark your application '**Technical Specialist, Extractives & Development Infrastructure**'.

The closing date for applications is **Sunday 28 February 2021**. Interviews are likely to be held during the week commencing 8 March 2021.

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 Administrator, FFI, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity