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 experienced 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 environmental and social governance. 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 operate globally. We have recent and active engagements with the following organisations: World Bank Group, GIZ, USAID, CEPF, Anglo American, Eni E&P, BP, De Beers, LafargeHolcim, Newmont, ERM, Mott MacDonald, The Biodiversity Consultancy and others.

Delivering Conservation Objectives with Business

FFI works with companies, consultancies and Lenders that are strategically committed to effective biodiversity management and delivering positive outcomes for biodiversity conservation. There is a growing interest from extractive & development infrastructure companies and financiers in environmental, social and governance (ESG) performance, with public commitments made to positive societal contributions, net positive impact on biodiversity and zero carbon emissions.
In order to recognise and manage their risks, it is important that companies understand the biodiversity and sociocultural 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. 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.

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 society through nature-based benefits such as ecosystem services and the natural value of land. Opportunities exist to help companies strengthen the management of biodiversity and ecosystem services and to deliver on their multiple ESG commitments.

‘Nature based solutions’\(^1\) (NBS) could be part of the potential response. Defined by the IUCN as ‘actions to protect, sustainably manage and restore natural or modified ecosystems to address societal challenges effectively and adaptively, simultaneously providing human well-being and biodiversity benefits’, it has been estimated that such actions could account for nearly 40% of the emission reductions required to meet the 2 degree target of the Paris climate agreement.\(^2\)

Careful application of nature based solutions in association with large scale development projects in forests could be one way companies could significantly reduce their net greenhouse gas emission profile whilst simultaneously addressing many of the other impacts they have on biodiversity, ecological function and the livelihoods of people in forest landscapes. But to achieve this, it is important to understand how and when such options are appropriate and define or develop the options available to account for the credits and benefits generated by them.

**The Opportunity**

We are seeking a highly motivated, skilled and experienced individual to provide technical expertise to the work programmes and initiatives within the extractives and development infrastructure sectors across FFI’s global conservation programme. This role will focus on defining, reviewing and recommending approaches and methodologies to enable FFI to build nature-based solutions strongly into our work with these sectors, and to optimise and measure the co-benefits for nature, climate and people - specifically, designing, delivering and monitoring the co-benefits from our key extractives partnerships with bp and Anglo American.

You will work closely with the Director, Senior Technical Specialists and Senior Programme Managers within the FFI extractives team, to enable partnerships to integrate net positive impacts on both nature and climate at a strategic and operational level in both marine and terrestrial environments. You will be experienced in the development and implementation of a full spectrum of biodiversity and ecosystem services management tools, including biodiversity risk assessments, carbon offsets, developing actions plans and the associated monitoring and evaluation metrics required to demonstrate co-benefits, and using these tools to demonstrate net positive impact to

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\(^1\) Also referred to as Nature Based Climate Solutions or Natural Climate Solutions


\(^3\) Natural Climate Solutions (2017), PNAS 114(44) [https://doi.org/10.1073/pnas.1710465114](https://doi.org/10.1073/pnas.1710465114)
biodiversity conservation and climate mitigation. Your position will be co-located in the FFI Climate team, linking closely with FFI’s broader work on climate-nature linkages.

This role will require technical and management skills, contributing to and supporting a range of FFI projects portfolios 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 (when feasible) 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’s global conservation programme. You will 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 £35,000 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**

Define, review and recommend approaches and methodologies to enable FFI to build nature-based solutions (NBS) strongly into our work with these sectors, and to optimise and measure the co-benefits for nature, climate and people. Specifically, design, deliver and monitor the co-benefits from our key extractives partnerships with bp and Anglo American. Support the Director, Senior Technical Specialist and Senior Programme Managers in the delivery of technical expertise to corporate partnership project portfolios.

**Main Duties and Responsibilities:**

- Contribute to the design and delivery of NBS that provide co-benefits for nature, climate and people from net positive approaches in the extractives and infrastructure sectors across FFI’s global conservation programme, assisting and inputting into report writing/technical documents and guidelines for integrating NBS in extractive sector companies
- Provide technical support to guide and challenge approaches to managing the impacts of the extractives and infrastructure sectors on nature and climate, 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 against net zero decarbonisation targets
- Develop metrics and approaches for FFI and partners that enable the demonstration and measurement of co-benefits from nature-based solutions in the extractives and infrastructure sectors, including quantifying opportunities and delivery pathways in line with FFI policies on working with the oil and gas sector and on climate change pathways
- Provide day to day technical support to existing and potential FFI extractive sector projects including project strategy, planning and risk analysis

**Tasks to include:**

- Support the effective technical delivery and sustainable implementation of net positive approaches, NBS for the sustainable development goals and particularly SDG13 (climate), landscape level assessment and planning initiatives in the extractives and infrastructure sectors, focusing on FFI priority geographies
- Provide technical expertise to enable FFI to deliver best practice solutions for the management of biodiversity and ecosystem services and the integration of NBS for climate through our extractives sector partnerships and related activities
- Enable FFI to monitor adherence to our goal of enabling natural climate solutions while ensuring that our partners in the extractives sector adhere to ambitious net zero and decarbonisation strategies with transparent pathways to change
- In consultation with a broad range of stakeholders, support the design and implementation of nature-based solutions and conservation impact to contribute to the demonstrated achievement of net positive approaches of major extractive and infrastructure projects, focusing on the central FFI partnerships in the extractives and infrastructure sectors
- Assist, through the provision of strategic and technical advice, extractives sector operations in developing their approach to managing and monitoring biodiversity mitigation projects
General

- Contribute to the implementation of the FFI Strategy and 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 nature-based solutions, objectives-led frameworks, optimizing co-benefits to nature, climate and society across the extractives and development infrastructure sectors 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 Director, EDI and Director, Climate & Nature as well as other FFI colleagues in cross-cutting and regional teams as and where required

Person Specification

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<tr>
<td>Skills</td>
<td>• Proven technical expertise as a business &amp; biodiversity practitioner</td>
<td>• Grant application writing</td>
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<td>• Quantitative analysis and assessment skills for monitoring and evaluating biodiversity (metrics)</td>
<td>• Working proficiency in Spanish, Portuguese, French or Bahasa.</td>
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<td>• Nature-based solutions, ecosystem services and natural capital expertise</td>
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<td>• Conservation planning and project design and delivery</td>
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<td>• Creative professional with the ability to find pragmatic solutions, challenge partners constructively, drive action and have a passion for accelerating Natural Climate Solutions</td>
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<td>• Excellent technical report writing skills</td>
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<td>• Strong communication and presentation skills (written and verbal), to both technical and non-technical audiences</td>
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<td>• Strong project management skills with experience in project planning, financial management, reporting and evaluation</td>
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<td>• Strong organisational, prioritisation and time management skills</td>
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<td>• Knowledge of data analysis or visualisation software</td>
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<td>Knowledge and experience</td>
<td>Behavioural qualities</td>
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| - Ability to think laterally and creatively  
  - Excellent spoken and written English | - 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 monitoring and impact assessment in the field  
- Demonstrable expertise and application of nature based solutions, ecosystem services, natural capital and associated metrics  
- Expertise in and application of biodiversity metrics, measurements and indicators  
- Experience working in or with cross-sector partnerships | - Experience of corporate environmental management systems and environmental impact assessments gained in an international environment  
- Knowledge and experience of SDGs |
| - Highly motivated and driven  
- Excellent team player  
- Pragmatic  
- Flexible and adaptable  
- Ability to show initiative, to work independently  
- Reliability and efficiency  
- A self-starter | - 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 twyla.holland@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