



Technical Adviser,
Integrated Conservation and Livelihoods,
FFI Cambodia Programme

“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.

Asia-Pacific Programme

Working closely with local partners, the Asia-Pacific Programme includes a broad range of species and landscape targeted conservation initiatives in Cambodia, Indonesia, Vietnam and Myanmar, and has country programme offices in Phnom Penh, Jakarta, Hanoi and Yangon. Around 70 projects are being implemented in the region by a team of approximately 200 staff, consultants, volunteers and partner organisations with an annual regional budget of approximately USD 10 million.

Cambodia Programme

FFI has been working in Cambodia since 1996 to support biodiversity conservation and sustainable development, working with government, universities and communities to protect a rich variety of habitats, including pristine rainforests and coastal habitats including coral reefs and seagrass meadows; and wildlife such as sea turtles, seahorses, Asian elephants, Siamese crocodiles, and yellow-cheeked crested gibbons.

Integrated Conservation & Livelihoods Team, Cambodia

FFI understands that the livelihoods and wellbeing of local communities are interdependent with their relationship and use of the surrounding environment, and so takes an integrated conservation and livelihoods approach in its support to local communities. The Cardamom Mountain Landscape is home to isolated indigenous and marginalized communities who, through socio-political and environmental factors, struggle to live according to the values they hold and often live in poverty.

The Integrated Conservation and Livelihoods Team (ICLT) focuses on raising community awareness, engaging community members through economic incentives, and strengthening food and income security for some of the poorest and marginalized communities in the Cardamom Mountain Landscape. Through a market systems development approach, FFI supports communities to sustainably produce, consume and sell locally identified priority products including chickens, turmeric, rice and essential oils, which results in a positive impact on their relationship with their surrounding environment. They are also beginning to focus on mariculture and sustainable fisheries opportunities on the coastline, in an expanding programme spanning the length of Cambodia's coast.

The Opportunity

FFI is seeking an experienced technical adviser to supervise and manage FFI's Integrated Conservation & Livelihoods initiatives within FFI Cambodia Programme, including Cambodia Marine Conservation Programme and Flagship Species Programme.

You will have a strong proven track record in project and grant management and be skilled in providing strategic advice and technical input to the design, development, implementation, evaluation and reporting of projects. You will have experience in managing and advising agricultural development projects through a market-based approach and will have technical expertise in sustainable livelihoods and gender linked to conservation initiatives.

Strong leadership and people management skills are essential to the role to ensure a professional and motivated team that delivers effectively against project aims, objectives and timelines. The role also requires a skilled and credible communicator, who is confident in developing and managing relationships internally and externally with partner organisations and relevant stakeholders, including donors and funders.

You will be able to demonstrate an understanding of the statutory and regulatory frameworks within which FFI operates, as well as a commitment to organisational, donor and legal compliance. You will have an advanced degree or equivalent level qualification in a relevant discipline and/or substantial experience in a related role. Experience working in the South-East Asia region is desirable.

Terms and Conditions

Start Date:	As soon as possible
End Date:	30 June 2023
Probation Period:	6 months
Gross Salary:	circa USD 35,000 per annum
Benefits:	For international appointments, FFI expatriate benefits may apply
Location:	The position will be based in Phnom Penh, with regular travel to remote communities.
Hours of Work:	This is a full-time position working Monday to Friday from 8.00am to 5.30pm with a one and half hour lunch break

Job Description

Job Title:	Technical Advisor, Integrated Conservation and Livelihoods, FFI Cambodia Programme
Reporting to:	Country Director, FFI Cambodia Programme
Line Manager of:	ICLT Project Coordinator ICLT Senior Veterinary Officer ICLT Agronomist ICLT Project Officers ICLT Community Engagement Lead ICLT Volunteers and Students

Key Relationships: Flagship Species Manager
Programme Manager – Coastal and Marine Conservation Programme
Asia-Pacific Programme Team (UK)
Head of Finance and Administration, FFI Cambodia Programme
Finance Team
Cross-cutting Teams, especially Conservation, Livelihoods and Governance (CLG) and SAGE
Finance Business Partner
Programme and Project Managers
Communications and Fund Raising Department

Working with: The Technical Adviser, Integrated Conservation and Livelihoods, FFI Cambodia Programme will routinely liaise with national and local government agencies, local communities and community-based organisations, international and national partner NGOs and for-profit entities, academic institutions, funders and donors, and staff from the FFI Cambodia Programme, representing the values and interests of FFI at all times.

Purpose:

The Technical Adviser (TA) will provide technical advice and support to all aspects of FFI's Integrated Conservation and Livelihoods initiatives across Cambodia, as required and in line with FFI's mission, vision and strategic aims. Central to this task will be project implementation, ensuring sound operational and financial management, and compliance with internal policies and procedures, contracts / grant agreements and relevant statutory and regulatory frameworks. This will include fundraising and strategic managerial and technical input to the Integrated Conservation and Livelihoods teams in various regional offices from the main FFI Office in Phnom Penh. This position will work in close collaboration with reporting staff, and provide mentoring and build capacity of national staff to support the on-going work of the projects. A significant amount of time will also be required to be spent at implementation field sites around Cambodia.

Additional support to other parts of the FFI Cambodia Programme may be required, as directed by the Country Director.

Specific Duties: Under the supervision of the Cambodia Programme Country Director, working in close day-to-day collaboration and coordination with the Finance and Administration Manager, Cambodia Programme, and Project Managers, the Technical Adviser, Integrated Conservation & Livelihoods Technical Adviser will have the following responsibilities:

Operational Management

- Provide Technical support to and manage the implementation and delivery of projects within the Integrated Conservation & Livelihoods initiatives across all Cambodian FFI programmes, ensuring compliance with FFI operating standards, policies and procedures, and contracts and grant agreements, and liaising closely with the CLG and SAGE teams in the UK to ensure full alignment with FFI global policies and practices. Project activities include:
 - Sustainable agricultural development focusing on rice, turmeric, lemongrass essential oil and poultry for isolated and hard to reach indigenous and marginalised populations in Cambodia's Cardamom Mountains and areas in and around Virachey National Park.

- Develop, implement and manage project environmental and social safeguard systems. This includes supervising Stakeholder Engagement Plan and establishing and implementing independent grievance mechanism for Cambodia Marine Conservation Programme and Flagship species Programme within Cambodia, and providing training to project staff to ensure adherence to an Environmental and Social Management System.
- Aid in creating sustainable, resilient and diverse livelihoods within participating communities across the Cambodian coast and marine islands, including diversify livelihoods and/or seafood value chain initiatives adopted by households, and women empowerment activities. Market system strengthening (enterprise development, market actor facilitation, value chain strengthening etc.) of priority products which strengthen income and food security for local populations while reducing drivers for unsustainable forest practices.
- Develop and manage processes for the effective monitoring and evaluation of projects, ensuring timely adaptation as required to meet project aims, objectives and timelines, and support the dissemination of lessons learnt.
- Conduct frequent site visits to research, guide and evaluate project actions with local communities, government counterparts and project field staff.
- Identify, and where possible, address the capacity needs of local communities and participating government staff by providing or sourcing additional training and mentoring.
- Provide strong and motivational line management to staff, providing Integrated Conservation & Livelihoods support across the FFI Cambodia Programme through objective setting, continuous performance management, annual appraisals, training provision and personal development planning to ensure the efficient and effective delivery of the programme.
- Support team members to ensure work plans are in place to meet project aims, objectives and timelines and ensure that projects are implemented in line with work plans and within budget.
- Ensure that work undertaken is in alignment with FFI policies and approaches to livelihoods work; provide inputs to those policies and approaches, and exchange learning and best practice through participation in relevant FFI global Communities of Practice and external fora as appropriate.
- Ensure that work undertaken by the Integrated Conservation and Livelihoods team are in compliance with institutional Health & Safety policies and procedures and Area Risk Assessments to manage and minimise risk within the FFI Cambodia Programme procedures

Financial Management

- With the support of the Finance and Administration Manager (in Cambodia), the Finance Business Partner (in the UK), and the in-country finance teams, ensure the following for projects managed by this position:
 - Accurate financial management
 - Compliance with internal financial policies and procedures
 - Compliance with contracts and grant agreements, including co-financing and procurement requirements
- Ensure timely and accurate technical, operational and financial donor and institutional reporting.

Programme Development

- In collaboration with the Country Director, contribute to the strategic planning and development of the FFI Cambodia Programme, in line with FFI's business plan and strategy, including advising on technical aspects, opportunities, priorities and optimal use of funds
- In collaboration with the Country Director, Programme Managers and technical specialists, develop and input to project concepts and proposals, in line with approved strategic plans and FFI's project cycle.

- Proactively identify prospective funders and donors and develop tailored proposals to fund approved projects, working with the Finance and Administration Manager (in Cambodia) and Finance Business Partner (in the UK) to ensure accurate budgeting, staff and overhead charging and cost recovery
- Ensure that funding and donor proposals and resulting contracts and grant agreements are appropriate to, and comply with, FFI operating standards and implementation conditions within Cambodia
- Proactively develop and nurture relationships with prospective and existing funders and donors, ensuring open and regular communication and hosting donor visits as required

Technical Input

- Provide technical advice and guidance on livelihoods and governance issues and priorities, including participatory approaches to working with communities, social and gender equity, and wider social safeguards (Free, Prior & Informed Consent (FPIC), Stakeholder Engagement Strategies, Grievance Mechanisms, Social Impact Assessment, Resource Access Restriction Mitigation Plans)
- Lead on livelihoods and governance aspects of project design, development, implementation, monitoring, evaluation and learning in alignment with FFI conservation policies and practices
- Provide technical advice as required to partner organisations and individual community-based initiatives, including advice in the areas of institutional development, governance and financial management
- For projects managed by this position, oversee and develop project reports for donors and programme reports and briefings for FFI and Government partners, as required, and to a high standard
- Conduct site visits to research, guide and evaluate project actions with local communities, government counterparts and project field staff
- Manage, support and assist the project team using an adaptive management approach for fieldwork, data collection, analysis, interpretation, presentation and reporting, and ensure that M&E indicators are designed and tracked correctly
- Identify and where possible address the capacity needs of local communities and participating government staff by providing or sourcing additional training and mentoring

Partnership Development

- Proactively identify, develop and nurture relationships and partnerships with third parties, including national and local government agencies, local communities and community-based organisations, international and national partner NGOs and for-profit entities, academic institutions
- Ensure meaningful consultation with appropriate stakeholders in the development and implementation of biodiversity work within the FFI Cambodia Programmes

Programme Representation

- Represent the Livelihoods and Governance elements of the FFI Cambodia Programme, developing its profile and promoting its work to third parties, including diplomatic and government agencies, communities, NGOs, for-profit entities, academic institutions, funders and donors, and media
- Represent FFI at key fora, including consultations, negotiations, meetings, workshops and briefings
- Engage in relevant policy dialogues with a view to influencing positively policies that impact on biodiversity

Communications

- Bring to the attention of the Country Director any newsworthy items arising within the country programme

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Excellent and collaborative project management skills with proven experience in coordination and implementation of large-scale integrated conservation and livelihood projects • Excellent leadership and people management skills, with ability to motivate and performance manage individuals to achieve excellence • Strong relevant technical conservation, livelihood, agriculture and gender skills • Proven ability to collaborate effectively with partner organisations • Proven grant financial and budget management skills • Ability to plan and think strategically and to manage complex multi-stakeholder projects to deliver to deadlines • Proven ability to assess capacity, mentor and develop skills of project staff and other partners • Strong problem solving, negotiation and conflict management skills • Strengths in organisation and coordination of field logistics and operations • Strong, clear verbal and written communication skills, including proposal writing and technical report writing • Fluency in English, both spoken and written • Strong Microsoft Office skills and experience with data management systems 	<ul style="list-style-type: none"> • GIS mapping skills • Fluency in Khmer
Knowledge and experience	<ul style="list-style-type: none"> • A Masters' degree or equivalent qualification in agriculture, biological sciences, natural resources management, ecology, or other equivalent experience in a related role • Relevant experience in livelihood development and / or conservation work • Experience of building capacity, including training, coaching and mentoring others • Proven experience in securing funding and managing funder relationships • Experience working with boards of NGOs or private sector • Experience of working in an international environment 	<ul style="list-style-type: none"> • Experience in market system strengthening • Knowledge of various community participatory tools • Experience of working in South-east Asia • An understanding of key issues impacting conservation in Cambodia

	<ul style="list-style-type: none"> • Experience in developing and implementing social safeguards within conservation projects 	
Behavioural qualities	<ul style="list-style-type: none"> • Excellent team player, able to seek out and harness the views and contributions of others • Self-motivated and output driven, committed to producing the highest quality of work • Ability to work within a dynamic and often high pressure environment, culturally sensitive and flexible and adaptable to change • Capable of dealing with challenges in a patient, creative, positive and constructive manner • Commitment to compliance and responsible management of donor funds • Commitment to FFI's Vision and Mission • Able to build and maintain positive personal and organisational relationships • Able to work effectively and diplomatically in a geographically dispersed and international team • Able to travel often for long periods of time in remote areas with basic living conditions 	
Other		<ul style="list-style-type: none"> • Current valid driving licence

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 electronically to julie.courret@fauna-flora.org.

Please mark your application '**Technical Advisor – Integrated Conservation and Livelihoods - FFI Cambodia Programme**' and indicate where you saw the position advertised.

The closing date for applications is **Sunday, 25 April 2021**. Interviews are expected to be held in early May 2021. Candidates selected for interview will be contacted by email.

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