



Juan Pablo Moreiras/FFI

Director, Sustainable Agriculture & Enterprise

“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) aims to save threatened species and ecosystems worldwide, and to do so by working with partners to deliver local solutions that are scientifically robust and enhance human well-being. FFI acts with integrity, is collaborative, committed, supportive & respectful and we get things done. Founded in 1903, FFI is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

Sustainable Agriculture & Enterprise Programme

The Sustainable Agriculture & Enterprise (SAGE) Programme is one of FFI's five thematically-defined cross-cutting programmes that work closely with the four geographically-defined regional programmes to deliver, and influence key stakeholders to deliver, conservation impact. Cross-cutting Programme Directors are informed by latest science-based research, innovation and practice in their technical areas and maintain influencing networks to ensure FFI operates at the cutting edge of nature conservation efforts globally.

The SAGE Programme supports our portfolio of site-based projects across more than forty countries with the design and delivery of sustainable finance, enterprise and agriculture related work, aiming to deliver sustainable impact through strengthening local livelihoods and well-being, improving access to markets for community enterprises, developing practical partnerships with businesses and investors engaged in agriculture, tourism, seafood and finance sectors, and helping to influence relevant policy frameworks.

The SAGE team focuses on enabling local enterprise opportunities from multiple sectors including agriculture and tourism, strengthening local agriculture systems and influencing agribusinesses, and through investment partnerships for conservation and local revenue generation. It helps FFI projects achieve their sustainability goals through creating financial flows to sustain local conservation projects and incentives for effective local engagement in delivering biodiversity benefits. The SAGE Programme also seeks to influence the policy environment and corporate strategies that govern the impact of agriculture and investment systems on FFI conservation projects.

The Opportunity

The Director Sustainable Agriculture & Enterprise is a new role within FFI, leading a team of five full-time specialists to influence and deliver this area of work across FFI's global conservation programme, collaborating closely with the other cross-cutting teams and with our four regional programmes to deliver conservation projects in more than forty countries.

You are a highly motivated, skilled and experienced individual ready to lead FFI's efforts to build nature-positive agriculture and enterprise opportunities in our global conservation programme. You have extensive experience of designing and managing nature-positive and collaborative businesses, strengthening sustainable agriculture in conservation programmes, motivating teams

to deliver impact on biodiversity objectives, influencing senior policy and corporate decision-makers, and delivering triple bottom line impact in developing countries.

You have excellent communication, collaboration, analytical and team management skills, enabling your team to build positive, productive working relationships with colleagues across our global conservation programme. You are comfortable working in an international NGO and managing in a matrix-like structure. Your network of agri-business, finance sector and investor contacts will help connect the potential conservation and livelihoods impacts of FFI's global conservation programme with the investment partners and financial sustainability required at landscape level. Fluency in spoken and written English is essential and proficiency in a second language relevant to FFI would be an advantage.

In return, the role offers the opportunity to work within an international, impactful and ground-breaking organisation, at the forefront of global conservation. In addition, FFI offers a generous pension contribution, attractive annual leave allowance and life insurance. Our offices are located 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:	Open
Probation Period:	Six months
Salary:	up to £60,000 per annum
Location:	Fauna & Flora International, Cambridge UK Some remote working from within the UK may be considered.
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 37.5 hours per week, Monday to Friday inclusive.

Job Description

Job Title:	Director, Sustainable Enterprise & Agriculture (SAGE)
Reporting to:	Senior Conservation Director, Cross-cutting Programmes (SCDCP)
Responsible for:	Direct line management of members of SAGE team as assigned
Key relationships:	FFI Senior Directors, Programme Directors, cross-cutting and regional teams, as well as fundraising and communications

General Responsibilities:

The Sustainable Agriculture and Enterprise (SAGE) Director has responsibility and accountability for the team leading FFI's work on enterprise development and agriculture in our global conservation programme. The SAGE Director oversees their team to support site-based and global projects with design and delivery of sustainable enterprise and agricultural work. This includes but is not limited to improving access to markets for community enterprises, improving inputs and capacity for sustainable production systems, developing practical partnerships with agribusinesses to support nature positive global production systems, developing new relationships with investors to support FFI's enterprise development and sustainable finance work, and helping to influence relevant global and national policy frameworks.

The SAGE team helps FFI projects achieve their sustainability goals through creating the financial flows to sustain local conservation projects and support the incentives needed for effective local engagement in delivering biodiversity benefits. SAGE work is focused on strengthening our understanding of local agriculture systems, including the barriers and levers that impact the adoption of sustainable practices, at both a smallholder and an industrial level. SAGE work is also focused on enabling local enterprise opportunities from multiple sectors including agriculture and tourism, developing appropriate agribusiness and investment partnerships for conservation and local revenue generation, and through influencing the policy environment that governs the impact of agriculture and investment systems on FFI conservation projects.

The SAGE Director works closely with the Senior Conservation Directors, Programme Directors and project teams to identify opportunities for building and funding SAGE work in FFI projects, and leads a team to provide ongoing technical support directly and through capacity building for delivery of impact and learning.

Working from FFI's headquarters in Cambridge (UK), the SAGE Director is a member of the global FFI Management Team, advises the Senior Management Team (SMT) and contributes to FFI's strategy development and positioning. This role is responsible for developing and implementing team plans in support of FFI strategic objectives. This role manages, mentors and empowers the SAGE team, building a strong culture of communication and collaboration both within the team and with other teams under the banner of 'One FFI'. This role also has responsibility for overseeing projects managed by the team, ensuring they are delivered on time and to budget, deliver planned outputs and effectively manage risks. The SAGE Director provides high-level representation for FFI

at relevant events, networks and meetings, positioning FFI as a credible player in the field, negotiating strategic partnerships and obtaining the resources needed to deliver FFI's work.

Specific Duties:

Development

- Work closely with FFI cross-cutting and regional teams to design and deliver the SAGE team's programme of work on agriculture, sustainable livelihoods, market systems development, conservation enterprise development and finance, in accordance with FFI's strategic plan.
- Lead the team providing technical agricultural input to FFI site-based projects, across a broad range of crop, commodity and livestock production, including site-based work in improving the sustainability of smallholder systems, with strong linkages to innovation and new technologies
- Position FFI to influence key policy issues and engage in emerging topics at the nexus of agriculture and conservation globally, including sustainable supply chains for commodities such as palm oil.
- Lead the team in identifying, pursuing and securing fundraising and business development opportunities in support of team activities both at site level and to support partnerships, learning and influencing at regional and global levels, in collaboration with FFI fundraisers.
- Identify and nurture suitable external partnerships with businesses, investors, government, NGOs and academia, including support for these partners to improve their own biodiversity performance where relevant.
- Build close collaboration between the SAGE team and FFI regional teams and project managers, enabling two-way flow of learning and best practice, and the design and implementation of robust agriculture and on-farm biodiversity data collection for impact assessment and MEL.
- Work closely with the FFI climate team to ensure carbon financing and other nature-based solution-related opportunities are considered and included in SAGE work.
- Ensure SAGE team are on top of relevant science and practice at the nexus of agriculture, and enterprise work, and that FFI voice and profile are positioned for influencing global and national policy makers and business partners, including through preparation of position papers, policy briefs, proposals and other communications materials.
- Represent FFI in key events and other fora, building relationships with donors and potential partners, and increasing FFI's external profile and reputation for effective SAGE work.

Management

- Oversee the SAGE team in providing technical input to FFI site-based projects on agriculture, sustainable livelihoods, market systems development, conservation enterprise development and finance.
- Manage the project lifecycle for SAGE team led-projects and project components, including internal approvals, delivery of outputs and reporting.
- Promote and facilitate close collaboration with FFI regional teams and project managers, ensuring a joined up 'One FFI' approach to project design and delivery, utilizing best practice, innovation and new technologies.
- Identify synergies and efficiencies across the team's portfolio of work and with those of other cross-cutting teams, increasing effectiveness of team knowledge and resources, as well as ensuring that FFI has a well-coordinated, strategic and consistent approach to SAGE globally.

- Monitor, review and improve the impact of the SAGE team's work in collaboration with project managers and the FFI monitoring, evaluation and learning team, maintaining focus on FFI Mission.
- Ensure effective internal, two-way communication of SAGE approaches, initiatives and learning between cross-cutting and regional teams, through active use of FFI internal communications channels including Yammer, Teams and staff meetings.
- Identify risks and issues related to team delivery and SAGE work across the organisation, taking a proactive approach to effective management and mitigation, escalating as required to the Senior Conservation Director, Cross-cutting Programmes and the SMT.
- Motivate and manage staff through helping set clear priorities and objective settings, providing regular feedback, periodic formal appraisals, access to training and career planning in line with FFI values.
- Manage the finances of the SAGE programme including setting annual budgets, reviewing and approving expenditure and expense claims, and addressing over/under spends.
- Ensure team compliance with all FFI policies, procedures and delegation of authorities.

Learning

- Ensure the SAGE team and other FFI staff working in the area are aware of and adopting the latest science and practice on agriculture, sustainable livelihoods, market systems development, conservation enterprise development and finance.
- Build capacity both within the team, across the organisation and with local partners, on SAGE work through communities of practice, training, seminars and presentations.
- Facilitate the development of and approve SAGE team positions, practices, tools and guidance in formats needed for external and internal audiences including posts, policy briefs papers, articles and presentations.
- Ensure the dissemination FFI's tools, models and approaches to SAGE work, both internally and externally, in support of team objectives and in collaboration with the FFI Communications team.
- Lead the SAGE team in participating in external networks, coalitions and policy discussions relating to SAGE, ensuring FFI strategy, position and learning informs thinking of partners including government, business, academia, NGOs and position FFI as a leader in these fields.

General

- Advise FFI Council, Senior Management Team and Programme Directors on all aspects of SAGE, including emerging issues and opportunities.
- Undertake any other tasks commensurate with the position as requested by the SCDCP.

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Proven expertise in sustainable enterprise, agriculture and/or finance for conservation outcomes • High level partnership building, networking and collaboration across complex and global issues • Proven leadership and team management competencies • Skilled facilitator and negotiator, finding practical solutions that satisfy multiple stakeholder interests, internally and externally • Excellent writing skills • Strong communication and presentation skills 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 • Excellent spoken and written English 	<ul style="list-style-type: none"> • Working proficiency in Spanish, Portuguese, French or Bahasa.
Knowledge and experience	<ul style="list-style-type: none"> • Bachelor's degree in a relevant discipline • Significant practical experience of establishing and managing business partnerships and investor acquisition in agricultural sectors and supply chains, including joint ventures • Proven track record and experience of working in the sustainable agriculture and enterprise sectors in a developing country context • Proven fundraising track record • Line management experience • Established relevant networks of contacts, including potential funders and partners 	<ul style="list-style-type: none"> • A post-graduate Degree or equivalent level qualification, with an MBA preferred • Experience of leading teams in conservation NGOs • Deep knowledge of relevant science, policy and practice, and likely future trends
Behavioural qualities	<ul style="list-style-type: none"> • Highly motivated and driven • Excellent leader, manager & team player • Pragmatic approach to solving problems and delivering impact 	
Other	<ul style="list-style-type: none"> • Commitment to FFI's mission and values • Ability and willingness to travel internationally 	

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 and confirming where you saw the position advertised
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 charlie.fisher@fauna-flora.org

Please mark your application '**Director, SAGE**'. Please confirm in your covering letter where you saw this position advertised.

The closing date for applications is 31 August 2021. First round interviews are likely to be held by zoom during the week commencing 13 September 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