Director, Global Policy

“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.

The FFI Global Policy Team

We are creating a new policy team to enable FFI to influence nature-positive policy frameworks that support our global conservation programme. FFI seeks to ensure that the global policy framework taking shape to address the nature-climate-health triple challenge is informed by our practical work with partners at local level across more than 40 countries. We seek to influence this global framework by engaging directly and in strategic collaborations with key institutions and agreements, including those that govern biodiversity, climate and ocean related activities. In addition, we seek to guide and influence our many national government partners as they shape policies to deliver their ambitious commitments to nature, climate and poverty targets.

The Opportunity

We are recruiting a Director of Global Policy to shape and communicate our nature-positive policy engagement at multi-lateral and national government levels, and thereby to support delivery of impact through FFI’s global conservation programme.

You are a highly motivated, skilled and experienced individual ready to lead, champion and support FFI’s efforts to influence official responses to the nature crisis, with a particular focus on building policy frameworks that support the delivery of FFI’s global conservation programme.

You have excellent communication, collaboration, analytical and team management skills, able to build positive, productive working relationships with colleagues at all levels across our global conservation programme. You are comfortable working in an international NGO and managing in a matrix-like structure. Your network of contacts and broad experience in nature positive policy engagement ensure you are well set to deliver FFI ambitions for this area of work. You are comfortable on high level panels, presenting in webinars and persuading policy roundtables. You write fluently and convincingly on key nature-positive policy issues.

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: circa £65,000 (negotiable)
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, Global Policy
Reporting to: Senior Conservation Director, Cross-cutting Programmes (SCDCP)
Responsible for: Direct line management of members of Policy team as assigned
Key relationships: Senior Management Team
Cross-cutting and Regional Directors
Country Directors and Managers
Head of Communications and Media Relations Manager
Policy Specialists, Regional Programmes

Purpose:
- Lead appropriate engagement in strengthening and advocating for nature-positive policy frameworks at global and national levels.
- Advise, develop and engage publicly on positions on key policy issues.
- Strengthen internal and partner capacity for policy engagement and advocacy.
- Support teams in policy engagement at national level across FFI’s global programme.
- Contribute to FFI’s strategy development, resourcing, positioning and ‘One FFI’ culture.
Main Duties:

Leadership
- Work closely with FFI cross-cutting and regional teams, and with FFI’s communications team, to shape and deliver a nature-positive policy engagement agenda.
- Position FFI to influence key policy issues and engage in emerging topics at the nexus of nature-climate-health challenges, including preparation of position papers, briefings and other forms of policy analysis for external and internal audiences.
- Lead and help shape FFI engagement in global policy and multilateral environmental agreement processes, including CBD, UNFCCC, UN Oceans.
- Lead and help shape a strategy for strengthening policy engagement at national level in key FFI country programmes, including opportunities to work with advocacy partners to hold governments and corporates to account for their performance in achieving commitments to global and national nature targets.
- Engage in related external events including roundtables and webinars, accessing influencing and profile-raising opportunities.
- Identify and nurture FFI engagement in policy related collaborations with like-minded organisations.
- Identify risks and issues related to FFI policy engagement, taking a proactive approach to effective management and mitigation, escalating as required to the Senior Conservation Directors and SMT.

Management
- Build internal capacity for engaging on FFI priority policy-related work, including a small core policy team, and develop wider capacity for policy engagement across FFI staff and partners to ensure scaling of influencing work.
- Fundraise for FFI policy work.
- Manage the project lifecycle for policy team activities, including internal approvals, delivery of outputs and reporting.
- Promote and facilitate close collaboration among all FFI teams, ensuring a joined up ‘One FFI’ approach to policy work.
- Identify synergies and efficiencies across FFI’s policy work, ensuring that FFI has a well-coordinated, strategic and consistent approach to policy work globally.
- Ensure effective internal communication of policy work through active use of FFI internal communications channels including Yammer, Teams and staff meetings.
- Motivate and manage assigned staff and interns through setting clear priorities, providing regular feedback, periodic formal appraisals, access to training and career planning in line with FFI values.
- Manage the finances of assigned initiatives, including setting annual budgets, reviewing and approving expenditure and expense claims, and taking action to address over/under spends.
- Ensure policy team compliance with all FFI policies, procedures and delegation of authorities.

General
- Advise FFI Council, Senior Management Team and Programme Directors on policy related issues.
- Undertake any other tasks commensurate with the position as requested by the SCDCP.
## Person Specification

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| **Skills**                  | • Proven ability to engage successfully in nature-positive policy development and advocacy at global and national levels, including high level panels, webinars, roundtables  
• Proven ability to conduct and communicate high level nature-related policy analysis, including through publications, media and webinars  
• High level partnership building, networking and collaboration across complex and global issues  
• Excellent writing, 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 | • Working proficiency in Spanish, Portuguese, French or Bahasa |
| **Knowledge and experience**| • Post-graduate degree in a relevant discipline  
• Significant practical experience of nature-related policy issues and advocacy processes  
• Established relevant networks of contacts, and proven ability to develop collaborations  
• Proven track record and experience of applied conservation in a developing country context  
• Proven fundraising track record  
• Line management experience | • Deep knowledge of relevant science, policy and practice, and likely future trends |
| **Behavioural qualities**    | • Highly motivated and driven  
• Excellent leader, manager & team player  
• Pragmatic approach to solving problems and delivering impact | |
| **Other**                   | • 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
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, Global Policy’.

The closing date for applications is 12 September 2021. First round interviews are likely to be held by zoom during the week commencing 20 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