Credit: Gurveena Ghataure/FFI

Evidence and Impact Intern, Africa

"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, while 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.

Africa Programme

Africa's wilderness and wildlife are recognised behemoths of the natural world and successful conservation here is critical to FFI's aim to protect and restore nature, and to ensure climate stability alongside human health and well-being. From the well-known plight of forest elephants and eastern gorillas to the less well-known but also critically threatened pygmy hippos, pangolin, okapi, lion and wild dog, from corals and seagrass beds to grasslands and forests; FFI's Africa Programme enables the conservation action that ensures species and ecosystems can thrive and sustain life for future generations in 13 countries throughout West, Central, East and Southern Africa. In all of our operations we work with and alongside local partners, empowering locally led solutions and focusing on the sustainable use, and the fair and equitable governance and management of natural resources as a means to effective conservation in the long-term.

The Opportunity

FFI is offering a paid internship for a three-month period from October-December 2021.

We are looking for a passionate and pro-active individual with proven interest in the following areas:
- Impact monitoring of conservation projects
- Analysis of conservation monitoring data
- Use of GIS software and analytics

We require a team player with ability also to work on their own initiative. They will have strong data handing and management skills, with a willingness to learn and ability to pick up new skills quickly. They will have excellent time management and organisational skills, and take a proactive approach to work.

Note that this internship has been designed to create a professional development opportunity for people who are new to the conservation sector. Therefore, applicants should have less than three years' paid or unpaid experience in the conservation sector (not including academic work).

Terms and Conditions

Start Date: October 2021

Duration of Contract: Three months

Probation Period: One month

Salary: £18,000 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

                               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-Friday inclusive

Job Description

Job Title: Evidence and Impact Intern, Africa

Reporting to: Programme Manager, Africa

Key Relationships: Technical Specialist Biodiversity, Africa
                               Senior Technical Specialist, Analytics, Cross Cutting Programmes
                               Analytics Officer, Cross Cutting Programmes x2

Purpose:
Impact monitoring plays a key role in conservation management - to ensure effective delivery of projects – and is something that donors are increasingly interested in seeing. This internship will provide an opportunity for someone at the start of their conservation career to gain experience in the design, development and implementation of robust project Monitoring Evaluation and Learning (MEL) processes, developing skills in data handling and management essential for assessing impact of project activities.

This internship will support current work to design and deliver MEL at the project level across the Africa programme portfolio, helping to process and analyse key monitoring data, and start to put new Monitoring & Evaluation (M&E) frameworks in place, so that systems can be tested and adapted as needed to ensure effectiveness.

Specific Duties:

M&E data management
- Carry out data cleaning of key wildlife monitoring datasets (such as biomonitoring and law enforcement patrol records) from the North-West Liberia landscape project in preparation for impact analysis

- Populate the North-West Liberia landscape project's MEL framework with key datasets (e.g. patrol records, species records, socio-economic data) to enable vital historical impact analysis to support project M&E

- Review and tag camera trap datasets from pilot camera trapping activities to identify species present in photos

- Populate the Chuilexi (Mozambique) project's MEL framework for Chuilexi with key datasets (e.g. ranger-based patrol records, species records, wildlife survey data, socioeconomic records) to enable vital historical impact analysis to support project M&E

- Observe ongoing MEL development workshops to develop understanding of MEL design processes, and where appropriate, support the Programme Manager, Africa with the write up of outputs produced

Analytics
- Support the Analytics team with remoted sensing tasks related to vegetation monitoring in Chuilexi (Mozambique), including identifying ground truthing and fixed photo points to monitor and measure changes in vegetation and landcover over time.

- Support the Analytics team with compiling a spatial database for North-West Liberia of various data sources.

Other
- Attend monthly Africa team calls, and other Africa Programme team meetings as relevant

- Undertake any other activities that you may, from time-to-time, be asked to perform, commensurate with your skills and experience and relevant to the learning objectives of the internship

Person Specification

	Essential	**Desirable**
Skills	• Intermediate to advanced skills in standard computer applications, including MS Excel or Access • Ability to plan, organise and prioritise workload • Fluent written and spoken English • Good written and oral communication skills, to both technical and non-technical	
Knowledge and experience	• Some experience with either ESRI software or QGIS, or awareness of the software and a willingness to learn • Experience in handing large, complex datasets	• Experience with handling, discovery and management of geospatial data, including use of either ESRI software (ArcGIS Pro/Desktop v10x) or QGIS • Knowledge of conservation evidence needs and M&E processes
Behavioural qualities	• Analytically minded and detail-oriented • Open to learning and able to pick up new skills quickly • Builds positive working relationships • Team player, also able to work independently and use own initiative • Flexible to respond to demands of operating across different cultures and time-zones • Commitment to FFI's values • Interest in and empathy with FFI's mission	
Other	• Entitlement to work in the UK • Access to a personal laptop	

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 Fauna & Flora International (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, consisting of a **1 page** cover letter and a max **2 page** CV should be sent to africajobs@fauna-flora.org

Please mark your application '**[YOUR NAME] Evidence & Impact Intern**'.

The closing date for applications is **Sunday, 19 September 2021.**

Interviews are likely to be held during the period of **22-28 September**. Due to the Covid-19 outbreak, we anticipate that interviews will be held remotely.

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