



Scotland Marine Restoration Internship

“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's vision is a sustainable future for the planet, where biodiversity is effectively conserved by the people who live closest to it, supported by the global community. Our Mission is to conserve threatened species and ecosystems worldwide, working with partners to deliver local solutions that are scientifically robust and enhance human well-being. Founded in 1903, FFI is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

FFI's Conservation Science & Design Programme

The Conservation Science & Design team works closely with, and provides support to, other FFI staff and our partner organisations, ensuring decisions and actions are based on a good understanding of the context and how change happens, and enabling us to take a pragmatic role in the development of FFI as an organisation. We focus on a number of key areas:

- Strategic development of key cross-cutting areas of FFI's conservation work - currently focused on marine, plastic pollution, threatened species conservation (with a specific focus on trees) and climate change;
- Robust approaches to allocating conservation funding - through management of a dedicated marine grant, Halcyon Land & Sea funds (which focuses on securing priority conservation areas), the Global Trees Campaign and also co-ordination of reviews for external grant funds;
- Promoting effective monitoring and evaluation within FFI - focusing on cross-organisational impact reporting;
- Technical delivery within projects;
- Direct support and advice to regional and thematic teams on any issues relating to Conservation Science & Design or the specific work of our team.

FFI's Scotland Project

Since 2014, FFI has been helping Community Based Organisations (CBOs) in Scotland to realise their own ambitions for locally appropriate marine protection of their inshore waters - supporting groups to establish their own operations and governance, raise their own funds and develop their own conservation and restoration initiatives.

FFI actively brokers relationships between CBOs via direct information and experience sharing, collaborative multi-partner initiatives, and shared events and exchanges. We are also supporting coastal communities to create a strong and sustainable community conservation network, enabling peer-to-peer support between groups, furthering their abilities to advocate for sustainable marine management and creating a community-led voice for marine protection. This has resulted in a dynamic and growing [Coastal Communities Network](#) (CCN), which brings together 18 different CBOs across Scotland.

The Opportunity

FFI is offering a paid internship for a three-month period from October to December 2021, based at FFI's office space in Edinburgh, Scotland.

A number of the community-based organisations within the [CCN](#) have recently moved into pioneering marine restoration activities, and interest in habitat and species restoration is at an all-time high. Local restoration initiatives offer exciting, locally-demonstrated, visions for specific species and habitats. What is currently less clear is whether there is the scope and ambition to develop a cohesive, nationally-scaled, vision for marine restoration across Scotland's inshore waters. A holistic vision, with communities at the heart, could help to encourage recovery at scale - and could better support future marine management challenges that local restoration activities might face.

This internship will capture the full detail of current marine restoration initiatives in Scotland and assess the status of an integrated vision/framework for marine restoration in Scotland, producing recommendations for the future. The position will be split between the Edinburgh office space and home-working, and can be flexible, to be agreed between the post-holder and line-manager.

We are looking for an enthusiastic individual with an interest in marine restoration and community-based conservation and good knowledge of the Scottish marine environment and current biodiversity & conservation issues. Some knowledge of the community sector and/or of community-based conservation projects or groups will be valuable, along with an idea of benefits and issues related to marine restoration. Excellent desk-based research, written and communication skills are expected. In return, the role offers the opportunity to build your knowledge of marine restoration and the conservation sector in Scotland, and to network.

Terms and Conditions

Start Date:	October 2021
Duration of Contract:	Three months
Probation Period:	Four weeks
Salary:	£18,000 per annum
Location:	Edinburgh, UK, with some home-working, to be agreed
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 to Friday inclusive.

Job Description

Job title: Scotland Marine Restoration Intern

Reporting to: Project Officer, Marine, Scotland

Key working relationships: Project Manager, Marine, Scotland
Director, Conservation Science & Design
CCN members
FFI Communications team (where relevant)

Purpose:

This role will capture the full detail of current marine restoration initiatives in Scotland, through desk-based research, and will assess the components of successful site-based restoration projects, as well as assess the status of an integrated vision/framework for marine restoration in Scotland, producing recommendations for the future. This internship will provide valuable research outputs, which the team currently do not have the capacity for, and will be useful in informing both the wider marine restoration movement in Scotland, and the future direction of elements of FFI's marine-focused community support work in Scotland. The outputs will lay the groundwork for a holistic vision for marine restoration in Scotland, which could help to encourage community-led approaches and recovery at scale.

Responsibilities:

An assessment of current, and planned, marine restoration initiatives and visions in Scotland:

- Desk-based research into current and planned marine restoration initiatives and visions in Scotland (e.g. Government/public sector, Industry, e-NGOs, community groups, CCN), using publicly available information.
- Where necessary, arranging calls or meetings with key contacts from relevant organisations to gather information related to (but not limited to) site-based restoration opportunities, the necessary components needed for site-based success, aspirations for a collaborative and shared framework across Scotland which would enable restoration at scale. (These calls/meetings will be either virtual or face-to-face, as per the relevant covid-19 restrictions at the time, and availability/location of the intern).

Assess the status of, and potential for, an integrated vision/framework for marine restoration in Scotland, producing recommendations for the future:

- Synthesis of above research into a report including a list of recommendations based on the results and the following questions: 1. If there is a process towards an integrated vision underway, how best to engage in a participatory manner which puts communities at the heart of the vision, or 2. If there is no process underway, what should it look like?
- Produce a short summary report directed at community-based organisations (Inc. members of the CCN) and a blog article for the [CCN website](#) (max. 900 words).
- If necessary, work with FFI's communications team to format and design the final report, following FFI's brand and style guidelines.

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Excellent communication skills (verbal and written) and a good writing style, with the ability to summarise technical information for a range of audiences. • Excellent research skills and the ability to gather information and synthesise it into a concise format. • Strong organisational and time management skills, with a structured and methodical approach to work and a clear focus on outputs. • Fluency in written and spoken English. 	<ul style="list-style-type: none"> • Facilitation and/or interview or survey skills.
Knowledge and experience	<ul style="list-style-type: none"> • Experience in conducting desk-based research, sifting through information and compiling reports. • Good knowledge of the Scottish marine environment and current biodiversity & conservation issues. • Some knowledge of the community sector and/or of community-based conservation projects or groups. • Experience in developing communication materials. 	<ul style="list-style-type: none"> • Experience of semi-structured interviews or questionnaires. • An idea of the benefits and issues related to marine restoration.
Behavioural qualities	<ul style="list-style-type: none"> • Enthusiastic • Open to learning and able to pick up new skills • Team player also able to work independently and use own initiative • An engaging attitude, able to build relationships with diverse groups in a sensitive way 	<ul style="list-style-type: none"> • An interest in marine restoration and community-based conservation
Other	<ul style="list-style-type: none"> • Interest in and empathy with the mission and values of FFI • Entitlement to work in the UK • Available for the full three-month internship 	

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, consisting of a cover letter and a CV should be submitted via email to rebecca.plant@fauna-flora.org.

Please mark your application '**[Your Name] Scotland Marine Restoration Internship**' and indicate where you saw this position advertised.

The closing date for applications is **Sunday, 26 September 2021**.

Interviews will be held during the week commencing 4th October 2021. Due to the Covid-19 outbreak, we anticipate that interviews will be held remotely.

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