



## Technical Specialist, Wildlife Trade 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.

## FFI & Wildlife Trade

FFI has been at the forefront of efforts to tackle illegal wildlife trade for almost two decades. Our practical, field-based approach revolves around putting in place effective measures on the ground to safeguard wild populations of key species from poaching for illegal trade.

There are multiple strands to FFI's approach to this complex global issue, but they all involve working closely with our established network of in-country partners in order to ensure that our interventions are appropriate to the local context and sustainable in the long term. In particular, we engage communities as active and motivated partners in species protection and law enforcement, not least by strengthening community rights and helping to ensure that they have a vested interest in safeguarding wildlife. We are also working to implement and assess comprehensive, evidence-based crime prevention approaches in the context of wildlife crime.

We focus on strategic long-term partnerships and collaborations with the institutions, groups and individuals who can have a significant influence on the illegal trade, either as consumers, businesses, policy makers, law enforcers or community leaders. And we place strong emphasis on building capacity, improving cooperation and encouraging information sharing in order to increase local effectiveness in tackling illegal wildlife trade.

The geographical spread of FFI's work to address illegal wildlife trade reflects our global remit. We are having a direct impact on the ground in Africa, the Americas, Asia-Pacific and Eurasia. And in direct response to FFI's growing portfolio and the new opportunities and collaborations developing, we are now looking to add a new member to our Wildlife Trade team. Working closely with FFI's Africa team, this new role will focus on the Africa region and will also support scaling up of FFI's efforts to address pangolin poaching and trafficking.

This is an exciting time to be joining FFI's Wildlife Trade Initiative, as part of a global team committed to strengthening and expanding our response to illegal wildlife trade. Working closely with our global network of partners where all four of FFI's regional teams are seeking to deliver smart, evidence-based and robust responses to illegal wildlife trade and emerging trade threats.

## 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

Working closely with country teams and partners, the Wildlife Trade team provides technical input and direct support to project design, fundraising, implementation and impact monitoring. The team also proactively builds the technical capacity and skills within FFI and partners, supporting them to engage with emerging issues, ensure FFI is represented in relevant Wildlife trade-related forums, and maximise opportunities of relevance to wildlife trade for FFI and its partner network. In addition, the team also works collaboratively to advance smart, inter-disciplinary approaches to wildlife crime and influence decision-making amongst relevant global stakeholders. This includes producing written guidance and training materials, policy briefs and external communications, and facilitating the analysis, documentation and sharing of good practice, research and lessons learned between FFI project teams, the wider conservation sector, donors and policymakers.

We are seeking a team player with strong interpersonal skills and relevant international experience for the position of 'Technical Specialist, Wildlife Trade'. Sound technical knowledge and experience of addressing illegal wildlife trade is a pre-requisite. In addition, you will be a highly collaborative and strategic thinker with proven experience in project design, multi-stakeholder coordination, facilitation and an ability to manage a diverse workload and multiple deadlines. You will also be a credible communicator, who is confident in developing and managing relationships with FFI staff, partner organisations and donors across a broad international diaspora. A good understanding of the need for effective information-sharing, collaboration and learning for conservation is also key, as is a shared commitment to FFI's mission and values.

## Terms and Conditions

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	Permanent (UK); or Two-year fixed-term (Liberia or Kenya)
<b>Probation Period:</b>	Six months
<b>Salary:</b>	circa £27,000 to £35,000 per annum, (USD equivalent if based in Liberia or Kenya), dependant on experience and living costs of country location
<b>Location:</b>	Cambridge, United Kingdom (eligible for visa sponsorship); or Monrovia, Liberia (eligible for visa sponsorship); or Nairobi, Kenya (candidates must have pre-existing right to work in Kenya) Details of visa sponsorship for UK and Liberia available at interview.
<b>Benefits:</b>	25 working days' annual holiday entitlement plus Public/Bank Holidays  Other benefits dependant on location
<b>Hours of Work:</b>	This is a full-time position. Working hours will be in accordance with the host country (37.5hrs per week UK / 40hrs per week Liberia or Kenya). For UK-based positions, some remote working from within the UK may be considered. Part-time hours (minimum 80%) may be considered.

# Job Description

<b>Job Title:</b>	Technical Specialist, Wildlife Trade, Africa
<b>Reporting to:</b>	Head of Wildlife Trade
<b>Key Relationships:</b>	Wildlife Trade team (Senior Technical Specialist, Wildlife Trade; Technical Specialist, Wildlife Trade; Policy Adviser) Director of Operations, Africa Senior Programme Manager – Eastern Africa Senior Programme Manager – West and Central Africa Technical Specialist, Biomonitoring (Africa) Africa Country Managers and Staff Members of FFI's broader Management Team, including managers of all key functions, regional, operational, field staff and partners.

## **Purpose:**

To enable species conservation through strengthening FFI's approaches to address unsustainable and illegal wildlife trade, including across FFI's regional programmes and partner network, in line with FFI's values and strategic priorities. This role is part of the FFI's global Wildlife Trade team, but will have a particular focus on the Africa region.

## **Specific Duties:**

### **Development:**

- Identify and develop opportunities to strengthen FFI's responses to unsustainable wildlife trade, aligned to FFI priorities and values, helping to build a cohesive programme of work across FFI and our partner network. This includes, but is not limited to building evidence-based crime prevention, strengthening law enforcement supported by civil society, reducing consumer demand, and scaling up action to address poaching and trafficking in priority and neglected species (e.g. pangolins, plants).
- Support design, implementation and analysis of action research to generate situational analyses that inform FFI action to address unsustainable trade in wildlife from FFI focal landscapes, at local, national and regional scales.
- Collate, review and synthesize data to provide strategic recommendations for FFI's role in addressing unsustainable wildlife trade at local, national and regional levels, clearly situated within existing actions, networks and institutions working to address this issue and based on a clear understanding of FFI's institutional strengths and niche.
- Facilitate collaborative, evidence-based planning processes to support creation of clear plans to address unsustainable trade, ensuring clear roles and responsibilities, and measures of success, and building local ownership.
- Secure funding for work to address unsustainable wildlife trade including through collaborative development of fundraising proposals to institutional donors (e.g. Defra, USFWS, US-INL) and inputting into wider fundraising efforts, as requested.

### **Technical Support & Representation:**

- Enable FFI and partner staff, through direct support and proactive capacity development, to implement, evaluate and learn from technically robust approaches to addressing unsustainable wildlife trade.
- Develop and deliver training and mentoring to FFI staff and other stakeholders (governments,

NGOs, civil society), as required, to build capacity to address unsustainable trade, enabling comprehensive, evidence-based crime prevention approaches and strengthening law enforcement supported by communities.

- Support FFI to engage with emerging issues and maximise opportunities of relevance to wildlife trade, and facilitate strategic FFI representation in relevant national, regional and international wildlife trade-related fora (e.g. CITES CoP), as appropriate.
- Support delivery of institutional initiatives to address illegal wildlife trade, aligned with FFI's strategic priorities and niche.
- Act as a focal point for wildlife trade for the Africa region, enabling Africa team members where appropriate, or work directly to ably situate FFI's work into wider initiatives at national, regional and global levels and represent FFI's work on wildlife trade to internal and external stakeholders, as requested, including government agencies, NGOs, for-profit entities, academic institutions, funders, donors and media, proactively developing FFI's profile and presenting and promoting its work and approach.
- Nurture and maintain relevant networks in relation to counter wildlife trafficking, and facilitate strategic connections with the Africa team, as appropriate.
- Proactively support implementation in accordance with FFI's policies and procedures, including social safeguards and commitments to the Conservation Initiative on Human Rights.

#### **Learning, Knowledge Management and Communications:**

- Support development of knowledge within FFI and its partner network on issues regarding wildlife trade by attending relevant external fora, reading publications, and distilling and sharing relevant information with FFI staff, partners and wider stakeholders, including preparation of original learning materials and thought pieces, as required.
- Ensure data and learning generated through work to address unsustainable trade and learning is joined up and shared as appropriate, contributing to further development of a strategic and cohesive programme of work to address unsustainable wildlife trade.
- Identify, engage and mentor relevant FFI staff, partner staff and students in emerging issues and opportunities of relevance to wildlife trade for FFI and its partner network.
- With a focus on pangolins, monitor developments in national and international policy frameworks and processes, to develop evidenced-based positions, recommendations and engagement strategies in conjunction with Policy Advisor.
- Contribute to the development of clear, impactful communications tailored to target audiences to scale the impact of FFI's work addressing illegal wildlife trade and increase FFI's visibility.
- Promote learning and exchange between FFI, the Cambridge Conservation Initiative, and other relevant institutions at a global, continental and national scale.
- Contribute to an active community of practice for wildlife trade (coordinated by Technical Specialist, Wildlife Trade) across FFI to enhance responses to illegal wildlife trade.
- Support maintenance of OurFFI Wildlife Trade site and Yammer feed - including an up-to-date database of FFI's illegal wildlife trade work and accessible relevant tools and publications – to support internal and external communications and learning, as required.

#### **General:**

- Assist in monitoring the impact of wildlife trade interventions, contributing to FFI's annual Conservation Report and impact assessment in line with the business plan.
- Support all regional and cross-cutting teams with proposal development as requested.
- Undertake reviews of proposals for FFI and external organisations as appropriate.
- Undertake any other tasks commensurate with the position that may be requested of you, from time-to-time, by your Line Manager.
- Undertake travel to relevant conferences and international meetings.

# Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Technical skills in responding to unsustainable and/or illegal wildlife trade including building capacity for law enforcement, community-level responses to wildlife trade, crime prevention.</li> <li>• Strategic and analytical, able to think critically and analyse complex and nuanced problems.</li> <li>• Facilitation and training.</li> <li>• Excellent written and oral communication skills (in English), including proposal writing, report writing and delivering presentations.</li> <li>• Excellent interpersonal, networking skills</li> <li>• Ability to convey FFI's work with confidence and credibility and act as a focal point for FFI's work on wildlife trade, liaising with staff across the globe.</li> <li>• Proven organisational skills, with structured and methodical approach to work and a clear focus on results.</li> <li>• Ability to manage a diverse workload and multiple deadlines.</li> <li>• Microsoft Office skills and IT literate.</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant language skills.</li> <li>• Facilitation/development of national action plans.</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Advanced degree or equivalent in a relevant discipline (e.g. social sciences, criminology, law enforcement)</li> <li>• Substantial professional experience in international conservation or a related field, including tackling unsustainable or illegal wildlife trade.</li> <li>• Knowledge and experience of crime prevention, building capacity for law enforcement, community-level responses to illegal wildlife trade.</li> <li>• Knowledge of regional and national initiatives and legal frameworks to counter wildlife trafficking.</li> <li>• Experience of working in Africa.</li> <li>• Experience of developing/facilitating project planning and design, including monitoring, evaluation and learning.</li> <li>• Experience in developing and facilitating workshops and/or delivering training</li> <li>• Experience of working in partnership with government agencies, local civil society</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in African countries in which FFI operates directly: Kenya, Uganda, South Sudan, Mozambique, DRC, Guinea, Liberia.</li> <li>• Experience of developing national species / conservation action plans.</li> <li>• Knowledge and experience of addressing unsustainable trade in plants.</li> <li>• Knowledge of social safeguards/Conservation Initiative on Human Rights.</li> </ul>

	<p>and international organisations, and of multi-partner collaborative projects.</p> <ul style="list-style-type: none"> <li>• Experience of building capacity for more effective conservation action.</li> <li>• Good understanding of international conservation and NGOs.</li> </ul>	
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Collaborative.</li> <li>• Proactive.</li> <li>• Builds positive personal and organisational relationships.</li> <li>• Committed to FFI's mission and values.</li> <li>• Rigorous and diligent approach to work.</li> <li>• Ability to work under pressure, prioritise and manage a diverse work load effectively, and to deal with challenges in a positive way.</li> <li>• A good understanding of the need for effective information-sharing, collaboration and learning for conservation.</li> <li>• Willingness to travel nationally and internationally, as needed.</li> <li>• Proven ability to build effective relationships across a remote, international team.</li> <li>• Flexibility, including recognising and responding flexibly to varying needs and contexts.</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>▪ Ability to undertake international travel.</li> </ul>	

## 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 covering letter explaining why you feel you should be considered for this post and noting your preferred location (UK/Kenya), with confirmation that you have the right to work in Kenya if applicable, 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 to [rebecca.drury@fauna-flora.org](mailto:rebecca.drury@fauna-flora.org). Previous applicants to this role need not re-apply.

Please mark your application '**Technical Specialist, Wildlife Trade, Africa**'.

The closing date for applications is **Monday, 3 January 2021**, with interviews likely to take place during the week commencing **Monday, 10 January 2021**. The interviews will be held online.

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, on Tel: +44 (0)1223 749044 or Email: [jade.bedwell@fauna-flora.org](mailto:jade.bedwell@fauna-flora.org).

**FFI values diversity and is committed to equality of opportunity**