Technical Specialist, Biodiversity & Nature-based Solutions

Climate & Nature Linkages

“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.

Climate & Nature Linkages

The twin crises of climate change and biodiversity loss are inextricably linked, and there is no pathway to effectively responding to climate change that does not include the protection of nature. FFI’s ambitious programme of work focusses on nature-based solutions (NbS) to climate change, and the urgent protection and restoration of the natural world, by and with local partners. This approach is time sensitive as anthropogenic greenhouse gas emissions increase, the capacity of our natural systems to absorb CO₂ are diminishing as a result of habitat loss and destruction.

The Climate & Nature (CN) team lead on FFI’s ambition to deliver high quality, locally appropriate Nature-based Solutions to climate change that enable thriving biodiversity, empowerment of, and benefits to, local communities, and clear climate benefits. Across FFI’s global portfolio from rainforests to mangroves, grasslands to peatland, our work includes diverse initiatives, from scaling REDD+ in Liberia and Indonesia, to blue carbon opportunities in multiple seascapes, and facilitating locally-led approaches to build the climate resilience of rural economies alongside species conservation in Nicaragua. We focus on mitigation and adaptation strategies, and prioritise building internal and partner capacity and influence.

FFI views the phenomenal growth in awareness and interest in climate and nature linkages as a vital pre-requisite to scaling up the positive and urgently needed benefits of high quality NbS. By the same token, the surge in demand for NbS, particularly in the context of meeting net zero commitments, is both an opportunity and a risk. The challenge now, and where FFI’s efforts are focused, is to enable a rapid scaling of NbS that have positive impacts for climate, biodiversity and people; to drive finance to where it is needed most; and to ensure that the use of NbS serves to raise climate ambition and accelerate the transition to net zero.

The Opportunity

FFI is seeking a qualified candidate for the position of Technical Specialist, Biodiversity & Nature-based Solutions. Responding to the urgent need to scale initiatives that deliver high-quality NbS on land, and at sea, you will play a vital role in the identification, design and implementation of pioneering NbS projects across FFI’s global portfolio, with a specific focus on their role in driving biodiversity impact. This is your opportunity to help drive profound and positive change, developing grassroots solutions that will help secure the future of some of the world’s most vulnerable ecosystems and communities.

You will have substantial experience in a relevant field, and will use your expertise in the protection and restoration of biodiverse, natural ecosystems, and the inter-relationship with climate,
support the delivery of NbS approaches in terrestrial and marine environments. Specifically, you will play key role assessing feasibility of potential projects, advising technically on design, implementation and impact monitoring, and supporting compliance with the requirements of relevant third party standards. You will support FFI to pursue new opportunities and partnerships in the sector, and to scale its impact in the field of NbS. Your work will help climate finance to reach the places where it is most needed, at the frontline of nature conservation and in support of local people in those landscapes.

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: Permanent
Probation Period: Six months
Salary: Circa £35,000 per annum, depending on skills and experience
Location: Fauna & Flora International Cambridge
(Some remote working with the UK may be considered)
Benefits: 25 working days annual holiday entitlement plus Public/Bank Holidays and any normal working days that fall between 24th December and 1st 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 for all staff on UK-based contracts, 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.
Job Description

Job Title: Technical Specialist, Biodiversity and Nature-based Solutions, Climate & Nature Linkages

Reporting to: Senior Programme Manager, Nature-based Solutions & Climate Finance, Climate & Nature Linkages Programme

Key Relationships: Members of the CN, Science, and Extractive & Development Infrastructure teams
Relevant cross-cutting specialists, project managers, regional teams and partners

Purpose:
To support the development of high quality NbS, which deliver sustainable and equitable finance flows, to ensure the long term sustainability of biodiversity conservation, community and climate benefits;

• Work with key staff and partners to identify and robustly assess the feasibility of NbS opportunities across FFI’s global portfolio, with particular focus on biodiversity, and their role in ensuring the protection and restoration of species and ecosystems;
• Play a lead technical role in the design and implementation of existing and new NbS approaches, with a focus on supporting FFI priority landscapes and partners to maximize climate mitigation and demonstrate the positive biodiversity conservation impacts of these approaches, such as REDD+ or blue carbon;
• Support projects and programmes to respond strategically to threats to biodiversity from unavoidable climate change, through design and implementation of strategies to increase resilience for climate adaptation;
• Support scoping and development of cross-sectoral, technical and/or funding partnerships with aim of scaling up implementation of high quality NbS that deliver for biodiversity, people and climate.

Specific Duties:
Programme development and implementation
• Support FFI leadership in implementing the organisation’s Climate Change Action Plan, with particular focus on the role of NbS in delivering positive outcomes for biodiversity across FFI’s site-based project portfolio.
• Collaborate with CN and other FFI teams and/or partners to identify NbS opportunities, and provide technical input required to develop and cost proposals to secure funding for the delivery of NbS approaches.
• Apply your technical expertise to support the implementation and scaling of NbS projects.
• Support FFI in building its organisational profile in the field of NbS.

Technical support and innovation
• Provide technical advice and assistance to FFI teams and partners for the development of NbS components in existing FFI projects, and innovation of new NbS initiatives, in both marine and terrestrial ecosystems. Working to ensure: (1) the alignment and compatibility of the NbS
approach with existing biodiversity conservation objectives, and (2) the development of robust sustainable finance logic and approaches.

- Specific technical work will include, but not be limited to:
  - Development of feasibility studies, with a particular focus on biodiversity considerations;
  - Interpretation of relevant third party standards used to accredit NbS initiatives;
  - Provision of advice, capacity building and technical assistance in the design and implementation required to deliver and demonstrate biodiversity impacts;
  - Lead development of aspects of project documentation, specifically those focused on biodiversity and ecosystem service criteria, ensuring meticulous data management and relevant analysis.

- Conduct due diligence and support development and management of technical partnerships and consultancies, as agreed.
- Collaborate with FFI’s innovative finance specialists, to explore diverse and novel approaches to link proven biodiversity benefits with finance, such as biodiversity credits.
- Support FFI’s work with the private sector on NbS, aligned with FFI’s goal of directing corporate NbS efforts and investment to high quality approaches, which ensure positive impacts for biodiversity and people.
- Input into FFI’s climate change strategy and initiatives, particularly as it links to NbS and innovative climate finance work.

**Development**

- Proactively identify funding opportunities to support site-based work on nature-based climate change mitigation and adaptation.
- Work with project and fundraising teams to develop proposals and budgets for specific projects and initiatives.

**Learning & Communications**

- Track latest research and learning on the application of NbS approaches and their efficacy in delivering on biodiversity goals.
- Coordinate FFI review and input to the biodiversity criteria of key and emerging NbS standards and initiatives.
- Actively contribute to building internal understanding of NbS approaches, and deliver relevant training and capacity building in collaboration with relevant staff, (including FFI’ Conservation Capacity Team) to local staff, partners, and stakeholders.
- Support development of internal and external communication materials to strengthen the profile of FFI’s work on climate and nature linkages.
- Develop briefings, research pieces or policy briefs on key issues, as requested by line manager and senior management.
- Facilitate, advise and participate in external events and internal technical working groups, as agreed.

**General**

- Support operational management of the CN programme, as requested by your line manager
- Assist in dealing with external enquiries relating to NbS and associated issues
- With agreement of the line manager, perform other tasks that may be requested from time to time that are appropriate to skills and experience, including broader representation of FFI and its programmes.
# Person Specification

<table>
<thead>
<tr>
<th></th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Skills</strong></td>
<td>• Proven technical competency in practical approaches to nature-based solutions to climate change in conservation projects</td>
<td>• Fluency in French, Spanish and/or other FFI target country languages</td>
</tr>
<tr>
<td></td>
<td>• Proven skills in applied biodiversity conservation and field ecology</td>
<td>• Ability to conduct data analysis using GIS and remote sensing</td>
</tr>
<tr>
<td></td>
<td>• Ability to analyse and interpret complex technical guidelines and standards</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Ability to assess skills, mentor and help build technical capacities of regional staff and partners</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Excellent written and oral communication skills, with fluent English</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Confident presenting to internal and external audiences, and distilling complex concepts for a non-technical audience</td>
<td></td>
</tr>
<tr>
<td><strong>Knowledge and experience</strong></td>
<td>• Relevant advanced (MSc or PhD) degree or equivalent qualification or experience in conservation ecology, environmental science or other relevant discipline</td>
<td>• Experience of engaging with government and other national policies and frameworks in relation to REDD+ and/or blue carbon</td>
</tr>
<tr>
<td></td>
<td>• Direct experience of internationally recognized NbS standards, such as VCS, CCBS, Gold Standard, Plan Vivo and their application</td>
<td>• Experience of engaging with the private sector on the use of NbS within wider net zero strategies</td>
</tr>
<tr>
<td></td>
<td>• Direct experience of developing conservation approaches that address climate change, including substantial fieldwork</td>
<td>• Proven knowledge of market-based approaches to NbS, and current dynamics in these markets</td>
</tr>
<tr>
<td></td>
<td>• Knowledge of the holistic nature of high quality NbS, including considerations around socio-economic impacts, governance, and rights, as well as associated risks</td>
<td>• Experience with other sustainable or innovative finance mechanisms for conservation</td>
</tr>
<tr>
<td></td>
<td>• Experience working in the field, including experience of working in developing countries</td>
<td>• Knowledge of relevant social safeguards applied in conservation</td>
</tr>
</tbody>
</table>
**Behavioural qualities**

- Highly motivated self-starter
- Cultural sensitivity
- Ability to deal with challenges in a constructive way
- Ability to work under pressure and to deadlines
- Excellent team player, highly collaborative and able to work flexibly and effectively in a geographically dispersed team
- Lateral and holistic thinker, flexible and adaptable in evolving work situations

**Other**

- Committed to FFI’s mission and values
- Ability and willingness to travel internationally (up to 25% of the time, occasionally at short notice)

---

**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 covering letter explaining why you feel you should be considered for this post, 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 charlie.fisher@fauna-flora.org

Please mark your application ‘Technical Specialist, Nature-based Solutions to Climate Change’.

The closing date for applications is **Sunday, 9 January 2022**. Interviews are likely to be held during the week commencing **Monday, 17 January 2022**. Candidates selected for interview will be contacted by email or telephone – please specify your preferred method of contact in your covering letter and indicate where you saw the position advertised.
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 Adviser, FFI, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity