



Juan Pablo Moreiras/FFI

## Senior Technical Specialist, Corporate Sustainability

“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

Thank you for your interest in this unique opportunity at Fauna & Flora International. A leading international NGO, FFI is poised at the cutting edge of global efforts to tackle the dual nature and climate crises, and to do so by championing local leadership and rights-based approaches to delivering sustained impact at site level across the forty countries where we work. FFI builds on an unparalleled reputation for collaboration and innovation, notably in the way we work with large corporates to align their strategies and operations with net positive practices and to tackle drivers of nature loss felt by our local partners and projects.

## The Opportunity

We are seeking a highly motivated, skilled individual to provide technical and policy leadership to corporate sustainability work programmes across FFI's portfolio of site-based projects with local partners globally. This role requires you to understand corporate-nature linkages, drive private sector action, provide insights to policy makers and support funding efforts, whilst working to mainstream corporate net positive impacts on nature and addressing nature-climate linkages as the new business norm. The successful candidate will be recognised as an expert in the field.

You are passionate about FFI's mission and global conservation programme, and able to identify and deliver priorities to align corporate sustainability with programme objectives. You have a strong performance record in delivering corporate sustainability, demonstrable capability of delivering initiatives in complex, fast-paced, and fluid environments, and an excellent international network of relevant experts and practitioners. You are comfortable communicating with senior-level stakeholders from government, business, finance and civil society, and in working in an international NGO with a matrix-like structure. You will be comfortable in both recognising the potential for good business practice to support global goals for nature, but also in standing your ground in challenging failures in leadership or delivery within the corporate sector.

You will work closely with FFI's regional and cross-cutting programmes to manage engagement with corporate drivers of nature loss (and gain) across mining, energy, agriculture and other key sectors. You will work closely with FFI's agreed corporate partners to design and deliver net positive programmes of work, to promote best practice leadership at sectoral levels and develop interventions and to challenge/be a critical friend when business decisions are contrary to agreed nature-climate agendas. You will contribute technical expertise and thought leadership across their global operations whilst enabling FFI's commitment to objectives-based frameworks for biodiversity at the interface with large scale development projects. You will be experienced in the development and implementation of a full spectrum of biodiversity and ecosystem services management taking into account environmental economics and natural capital.

The role will require international travel to meet project objectives and programme development requirements. As a senior member of the team, you will be expected to become involved in all aspects of FFI conservation programmes and to encourage the use of global best practices and objectives led frameworks to ensure the integration of biodiversity and ecosystem services into all aspects of our work in these sectors.

In return, the role offers the opportunity to work within an international, impactful and ground-breaking organisation, at the forefront of global conservation. 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.

## The FFI Corporate Sustainability Programme

The FFI Corporate Sustainability (CS) Programme is one of FFI's five global cross-cutting programmes, working closely with the four regional programmes to deliver positive site-based outcomes for biodiversity conservation and the climate. The CS Programme works across extractives, agriculture and other key sectors that intersect with nature, both directly with corporate partners and indirectly to influence the policy, finance and investment climate that shapes corporate performance on nature, climate and social outcomes. FFI's work in this area is highly regarded for its quality, integrity and impact. Going forwards FFI recognises the vital role that corporates will play in solving the nature and climate crises, and the growing recognition our corporate partners have of their responsibilities and purpose in this regard. Our CS team are uniquely qualified, able and trusted to deliver this work and to help steer a path towards corporate sustainability in support of our global conservation programme. Over the coming years we see the opportunity to enhance our conservation impact through selective engagements with key corporate partners and by influencing and driving best practice at sectoral levels, as well as strengthening the linkages between our on-the-ground conservation projects and improved corporate practice in these landscapes, working with local conservationists to enable them to engage constructively with the corporate sector nationally and internationally.

## Terms and Conditions

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	Permanent
<b>Probation Period:</b>	Six months
<b>Salary:</b>	circa £50,000 per annum (depending on experience)
<b>Location:</b>	Fauna & Flora International, Cambridge UK Current policy offers partial remote working within the UK
<b>Benefits:</b>	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:** Senior Technical Specialist, Corporate Sustainability

**Reporting to:** Director, Corporate Sustainability

### Overall objective

Identify, secure and lead corporate work with priority partners from agreed sectors and in priority geographies. Provide technical, management and coordination expertise to the work programmes and partnerships in FFI's Corporate Sustainability Programme, taking the lead for assigned corporate relationships.

### Main Duties and Responsibilities:

- Secure, shape and deliver corporate sustainability work that supports FFI global conservation programme ambitions and addresses identified drivers of nature loss in priority geographies
- Lead the design, strategy, planning, risk analysis and implementation of nature positive interventions with corporate partners across multiple sectors
- Identify and develop potential new corporate partnerships and influencing projects in support of FFI's strategy delivery

### Tasks to include:

- Provide technical leadership in FFI's work to deliver best practice solutions for corporate contributions to net positive management of biodiversity and ecosystem services
- Lead relationships with key corporate partners, ensuring regular dialogue and engagement, sharing FFI models of best practice and where necessary providing constructive challenge and feedback to encourage the maintenance of best practice in line with FFI's values of promoting technical best practice and maintaining integrity in our relationships
- In consultation with a broad range of stakeholders, support the design and implementation of nature-based solutions and conservation impact to contribute to the demonstrated achievement of net positive approaches across key corporate sectors
- Track emerging issues, draft materials and participate in priority events as requested by the Director, Corporate Sustainability
- Ensure close collaboration across FFI's 'One FFI' global conservation programme, supporting effective internal working practices between teams in support of priority project and partner impact
- Work with regional and technical leads across FFI to prioritise key projects or landscapes where improved corporate practice could reduce threats to target sites or species, working with project teams and partners to design corporate level interventions, and supporting teams to develop the skills for appropriate corporate engagement to improve practice and/or tackle such threats

- Enable effective monitoring of impacts of FFI work with corporate sector, and of corporate compliance with commitments, including those on NPI and net zero pathways

### General

- Ensure all work is delivered in full compliance with FFI strategy, policies and procedures, including Focal Point and the Delegation of Authorities
- Design and manage assigned funds and budgets in full compliance with FFI procedures
- Line manage assigned individuals through objective and goal setting, continuous performance management, annual appraisal, training provision and personal development planning.
- Represent FFI to external parties as requested
- Undertake any other tasks commensurate with the position that may be requested of you, from time-to-time, by the Director, Corporate Sustainability

## Person Specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Significant prior experience of global corporate sustainability management and corporate partnerships in relevant fields including oil &amp; gas, renewable energy and/or agriculture sectors</li> <li>• Direct experience of design of technical aspects of corporate sustainability programmes</li> <li>• Proven ability to lead and manage complex projects and direct interdisciplinary teams across multiple geographic locations</li> <li>• Demonstrated ability to work with diverse stakeholders, including across academic, public policy and private sectors</li> <li>• Proven relationship management skills, particularly at the senior level and in various cultural contexts</li> <li>• Excellent technical report writing skills</li> <li>• A highly effective communicator with excellent presentation skills (written and verbal), to both technical and non-technical audiences</li> <li>• Strong prioritisation and time management skills and ability to deliver complex projects on time and budget</li> <li>• Knowledge of data analysis or visualisation software</li> <li>• Ability to think laterally and creatively</li> <li>• Excellent spoken and written English</li> </ul>	<ul style="list-style-type: none"> <li>• Grant application writing</li> <li>• Working proficiency in Spanish, Portuguese, French or Bahasa</li> </ul>

<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• A relevant post-graduate Degree or equivalent level qualification or experience</li> <li>• Proven track record and experience of working on environmental and/or conservation issues in a developing country context or of environmental issues within the private sector</li> <li>• Technical experience in environmental issues, ecology, private sector-led development, forestry / NBS, sustainability or supply chain management</li> <li>• Experience in monitoring and impact assessment in the field</li> <li>• Demonstrable expertise and application of NbS, ecosystem services, natural capital and associated metrics</li> <li>• Experience working in or with cross-sector stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of corporate environmental management systems and environmental impact assessments gained in an international environment</li> </ul>
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Highly motivated and driven</li> <li>• Excellent team player</li> <li>• Pragmatic</li> <li>• Flexible and adaptable</li> <li>• Ability to show initiative, to work independently</li> <li>• Reliability and efficiency</li> <li>• A self-starter</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Commitment to FFI's mission and values</li> <li>• Strong, demonstrable commitment to conservation</li> <li>• Ability to travel to remote international locations</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 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 [pippa.howard@fauna-flora.org](mailto:pippa.howard@fauna-flora.org)

Please mark your application '**Senior Technical Specialist, Corporate Sustainability**'.

The closing date for applications is **Sunday 13 February 2022**. Interviews are likely to be held during the week commencing 21 February 2022.

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](mailto:jade.bedwell@fauna-flora.org).

FFI values diversity and is committed to equality of opportunity