



Credit: Rob Small/FFI

Technical Specialist, Social Safeguards (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

FFI currently operates in 14 countries in West, Central, East and Southern Africa, and is implementing a range of projects focused on species and habitat conservation, biodiversity planning, protected area management, institutional development and capacity building, sustainable use and community-led conservation initiatives.

To achieve its mission in Africa, FFI works with and alongside local partners to focus on the sustainable use and management of natural resources as a means to effective conservation in the long-term. In all its projects in Africa, FFI seeks to:

- Build and support local partnerships with African conservation and community development organisations
- Strengthen institutions to bring sustainability and added value to projects
- Maintain long term presence and relationships
- Reconcile conservation goals with the needs and rights of local people
- Incorporate sound science in decision-making
- Ensure positive impacts of its activities on wellbeing and biodiversity

FFI's Africa Programme has a long history of working with communities in biodiversity-rich landscapes to support and enable them to be effective custodians of their precious, yet threatened, natural resources. We recognise rural communities' lives are complex and dynamic. We use approaches that seek to empower people to make their own choices more environmentally, economically and socially sustainable.

Our experience has shown that there are a wide range of factors that contribute to people's well-being. These include having a voice in decisions that affect their livelihoods; food, income and personal security; a sense of control, purpose and confidence in the future; the maintenance of cultural values; and the fair distribution of costs and benefits of conservation.

Through project design, delivery, research, technical advice, training and mentoring, and by working closely with FFI's cross-cutting thematic teams, the Africa programme seeks to understand and integrate the needs and rights of local communities within its conservation initiatives.

The Opportunity

In direct response to FFI's Africa Programme's growing portfolio of work and to ensure that our conservation goals are achieved in ways that respect human rights and contribute to human well-being and social equity we are now looking to add a new member to our team.

The primary focus of the role is to ensure the Africa Regional Programme adequately identifies, avoids, manages and/or mitigates negative social impacts affecting communities or other relevant local stakeholders as a result of its conservation work.

We are seeking a team player with strong interpersonal and technical skills and relevant international experience for the position of 'Technical Specialist, Social Safeguards (Africa)'.

Sound technical knowledge and experience of developing and applying social safeguards in conservation contexts is a pre-requisite. In addition, you will be a highly collaborative and strategic thinker with proven experience in capacity building, project design, management and monitoring. You will be confident in building and managing relationships with FFI staff and partner organisations across a broad international diaspora and have the ability to work with multi-disciplinary groups. You will have a good understanding of the need for effective information-sharing, collaboration and learning for conservation, as well as a shared commitment to FFI's mission and values.

You will have excellent facilitation, training and mentoring skills including consensus-building skills and be able to apply these to diverse groups of people. You should be passionate about supporting others to develop their knowledge and skills while being open to learning and able to quickly pick up new skills. You will have experience of working in a cross-cultural environment and experience in applying your skills to a conservation, rural livelihoods or natural resource management context in less developed countries.

In return, the role offers the opportunity to work within a ground-breaking organisation, at the forefront of global conservation, with opportunity to apply your skills and expertise where appropriate. In addition, FFI offers a generous pension contribution, attractive annual leave allowance and life insurance.

FFI is a member of the Cambridge Conservation Initiative and our offices are located in The David Attenborough Building in central Cambridge, just a few minutes' walk from glorious historic buildings, museums and the picturesque River Cam.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Permanent
Probation Period:	Six months
Salary:	circa £35,000 per annum
Location:	Fauna & Flora International, Cambridge. Current policy offers partial remote working in the UK.
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 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-Friday inclusive.

Job Description

Job title:	Technical Specialist, Social Safeguards, Africa
Reporting to:	Senior Technical Specialist, Livelihoods & Governance, Africa
Key Relationships:	Regional Africa team Conservation Livelihoods & Governance (CLG) team Senior/Technical Specialists – Illegal Wildlife Trade Technical Specialist, Livelihoods & Governance

Purpose:

The primary focus of the role is to ensure FFI adequately identifies, avoids, manages and/or mitigates negative social impacts affecting communities or other relevant local stakeholders as a result of its conservation work in the Africa region. This will be achieved by working directly with FFI teams and partner organisations to develop effective locally-driven approaches to resolve identified issues, thereby ensuring our conservation goals are achieved in ways that respect

human rights and contribute to human well-being and social equity. The post holder will actively share learning within FFI and with partner organisations. They will work closely with the Technical Specialist, Social Safeguards, CLG, to develop and apply appropriate guidelines, training and reporting systems in line with international human rights standards and ensure that social safeguards work in Africa forms a coherent part of FFI's global approach.

Duties:

Implementation and management

- Work with the staff of priority projects in the Africa region as agreed with senior management to identify actual and potential social impacts on local communities and other stakeholders, and develop locally appropriate interventions to assess, manage, monitor and take action on such impacts
- Provide ongoing remote and onsite support to project teams to develop and deliver locally specific social safeguard management systems, providing technical advice, training and support, and sharing responsibility for timely roll out with the respective in-country manager.
- Through regular dialogue with Africa regional, sub-regional and country leads, and other Technical Specialists, maintain an up-to-date register of high risk, priority projects and land or seascapes with associated risk mitigation measures
- Working with the relevant Africa teams and staff, oversee data management to ensure social safeguard management systems information, processes and decisions are correctly stored and accessible as appropriate
- Support Africa project leads to effectively and accurately report information on risk assessment and risk management into organisation-wide social safeguards reporting
- Provide technical advice and support to Senior Management to deal with reputational and project delivery risks associated with the social impacts of FFI's conservation initiatives in Africa

Development

- Working in close collaboration with FFI's Conservation Livelihoods & Governance team and other relevant technical specialists, contribute to the further development and improvement of FFI's social safeguard systems, guidance, policies and approaches and ensure that these reflect and consider learning from FFI projects and staff and shared experience from other organisations
- Ensure that social safeguard measures are adequately assessed and integrated into new project design for the Africa region
- Identify, adapt and develop appropriate blended learning materials, training packages and modules tailored to the diverse needs and roles of different staff members and partners in the Africa Region, building on the experience and feedback from providing in-country support. Priority topics to include social safeguards, human rights compliant codes of conduct and standard operating procedures, and associated risk and information management systems
- Deliver relevant training materials and other capacity-building support for staff and partners in the Africa region

Learning, Knowledge Management and Communications

With a focus on Human Rights compliance and Social Safeguard management:

- Feed into internal consultation, review and shared learning processes, including documentation, analysis and communication of lessons learnt, ensuring that experience from Africa, and application of Social Safeguards in Africa, form a coherent part of FFI's global work on these issues
- Proactively engage with external stakeholders and peers to ensure FFI globally is kept abreast of emerging trends and good practice
- Under the guidance of the STS, L&G, Africa, contribute to the representation of FFI's Social Safeguards and Human Rights work to relevant external audiences, to share learning and identify opportunities for new collaborations and funding opportunities
- Ensure Africa programmes are able to access and contribute relevant materials and discussions on internal and external information-sharing and learning platforms, including the Social Safeguards pages on FFI's intranet and external website managed by CLG
- In close collaboration with Technical Specialist, Social Safeguards, CLG, contribute appropriate materials and content for FFI's key communications channels, particularly with regard to issues related to Africa projects

Other Duties:

- Participate and contribute to FFI strategy development and planning, and attend team meetings virtually and in person as required
- Undertake international travel to project sites as required
- Contribute to writing and review of high-quality fundraising proposals as required
- Work in full compliance with FFI protocols, ensuring work is done to high quality and within budget
- Undertake any other activities that you may, from time-to-time, be asked to perform, commensurate with your skills and experience

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Relevant technical skills in applying social safeguards • Strategic approach • Demonstrable project management skills with proven experience in project design, development, implementation, impact monitoring and evaluation • Ability to think critically and analyse complex and nuanced problems • Facilitation, training and coaching skills 	

	<ul style="list-style-type: none"> • Fluency in English (written and spoken) • Excellent written and oral communication skills, including proposal writing, report writing and delivering presentations • Written and spoken French • Excellent interpersonal, networking skills • Ability to convey FFI's work with confidence and credibility and act as a regional focal point for FFI's work on social safeguards • Proven organisational skills, with structured and methodical approach to work and a clear focus on results • Microsoft Office skills and IT literate 	
<p>Knowledge and experience</p>	<ul style="list-style-type: none"> • Advanced degree or equivalent qualification in a relevant discipline or equivalent experience in a similar role • Experience of working in a cross-cultural environment • Substantial professional experience in international conservation or a related field • Knowledge of Environmental and Social Management Systems (ESMS) • Knowledge and experience of at least one of the following: rights-based approaches, social impact assessments, social safeguard plans • Experience of working in partnership with government agencies, local civil society and international organisations, and of multi-partner collaborative projects • Experience of working in countries where FFI operates (globally) • Experience of building capacity, training and/or mentoring for more effective conservation action • Good understanding of international conservation and NGOs 	<ul style="list-style-type: none"> • Experience of working in FFI's countries of operation in Africa • Experience working with remote teams • Good understanding and experience of field project operations and constraints in the types of countries where FFI operates (and the implications of this for delivering social safeguards)

Behavioural Qualities	<ul style="list-style-type: none"> • Able to build and maintain positive personal and organisational relationships • Self-motivated and output driven, committed to producing high quality work • Open to learning and able to quickly pick up new skills • Able to work under pressure, prioritise and manage a diverse work load effectively, and to deal with challenges in a pragmatic way • A good understanding of the need for effective information-sharing, collaboration and learning for conservation • Proven ability to work effectively as part of a team • Able to work flexibly and effectively with a wide range of geographically dispersed colleagues • Committed to FFI's mission and values 	
Other	<ul style="list-style-type: none"> • Ability to undertake international travel as needed. 	

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 rob.small@fauna-flora.org

Please mark your application '**Technical Specialist, Social Safeguards (Africa)**'.

The closing date for applications is **14th February, 2022**. Interviews are likely to be held during the week commencing **28th February, 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.

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

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

FFI values diversity and is committed to equality of opportunity