Nature-Positive Enterprise Specialist

“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, whilst 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.

Sustainable Agriculture & Enterprise Programme

The Sustainable Agriculture & Enterprise (SAGE) Programme is one of FFI’s five thematically-defined cross-cutting programmes that work closely with the four geographically-defined regional programmes to influence key stakeholders to deliver conservation impact. Cross-cutting Programmes are informed by latest science-based research, innovation and practice in their technical areas and maintain influencing networks to ensure FFI operates at the cutting edge of nature conservation efforts globally.

The SAGE Programme supports our portfolio of site-based projects with the design and delivery of sustainable enterprise and agriculture related work, aiming to deliver sustainable impact through strengthening local livelihoods and well-being, improving access to markets for community enterprises, developing practical partnerships with agribusiness and investors to support FFI’s enterprise and sustainable finance work, and helping to influence relevant policy frameworks.

The SAGE team focuses on strengthening local agriculture food systems, enabling enterprise opportunities from multiple sectors including fisheries and tourism, developing appropriate business and investment partnerships for conservation and local revenue generation. It helps FFI projects achieve their sustainability goals through creating financial flows to sustain local conservation projects and support the incentives needed for effective local engagement in delivering biodiversity benefits. The SAGE Programme also seeks to influence the policy environment and corporate strategies that govern the impact on food system and investment systems on FFI conservation projects.

The Opportunity

FFI is seeking a Nature-Positive Enterprise Specialist to play a pivotal role in the design and implementation of conservation enterprises across tourism, fisheries and agricultural sectors in FFI priority landscapes. You will be a skilled business analyst with proven experience in a relevant sector(s), such as ecotourism, sustainable fisheries and agriculture/ agroforestry. You will have a track record of enabling successful businesses that attract and generate sustainable finance to achieve conservation and social impact targets.

You will have strong technical skills in the incubation and scaling up of enterprises, including facilitation of international market access and leveraging private sector partnerships and investment. You will have demonstrable experience in market analysis, business planning, marketing strategies, financial management and investment pitches. Fluency in English is essential and French, Spanish or Portuguese is highly desirable. You should have experience working effectively with diverse stakeholders (project teams, NGO partners, private sector partners, entrepreneurs, and potential investors) with diverse levels of experience, and of
using market-based approaches to achieve conservation objectives. This role requires a deep commitment to supporting staff, partners and local communities in FFI-supported landscapes to make sustainable financing of conservation and local partners a reality.

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 attractive historic buildings and museums, the picturesque River Cam, the central market and shopping centre, and many 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

Location: Fauna & Flora International, Cambridge UK, with regular international travel as required (up to 40%). Current policy offers partial remote working within 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 to Friday inclusive.

Job Description

Job Title: Nature-Positive Enterprise Specialist

Reporting to: Senior Technical Specialist, Enterprise
**Key Relationships:**
- Senior Conservation Director, Cross-cutting Programmes
- Programme Directors
- Cross-cutting team members
- Regional programme and project managers
- Finance Business Partner, Cross-cutting Programmes
- Cross-cutting Programme Administrator

**Purpose:**

- Help shape and deliver FFI’s work on enterprise development in its projects and with its partners, leveraging diverse sources of investment and grant finance in accordance with FFI’s institutional strategy
- Provide technical expertise in the development of impact-driven businesses to support the establishment and growth of enterprises that will generate revenues to help underpin the running of conservation activities in key land and seascapes and/or contribute to the sustainable livelihoods of communities in these sites in ways that serve to align development and conservation priorities
- Support FFI teams and partners in securing appropriate grant and investment funding for priority enterprises
- Support and develop capacity of FFI in-country staff in enterprise development, providing training and access to business management tools, private sector partnership and investors
- Undertake effective management and reporting of grants, including where requested acting as key point of contact for FFI processes including project cycle and FFI’s financial system
- Work closely with relevant cross-cutting and regional team staff and partners, playing a lead role in evaluating and documenting the impact and learning from FFI’s work on conservation enterprise development, producing communication outputs for both internal and external audiences

**Specific duties:**

**Technical Input**
Work with line manager and other key internal stakeholders to support the development and growth of conservation enterprises in FFI-supported land and seascapes; to include:

- Assist regional teams and partners to assess the viability of new enterprise ideas, including interrogation of the conservation impact logic within the theory of change
- Advise and build capacity of in-country FFI staff and partners for enterprise development, refine and expand the portfolio of tools used to build internal FFI and partner capacity, and to facilitate skills transfer, with respect to enterprise development and access to finance
- Support business model and business plan development, including the development and evaluation of financial needs
- Advise on enterprise governance and ownership structures, supporting their implementation
- Facilitate engagement with companies and/or strategic partners that can help conservation enterprises to achieve and expand access to appropriate markets, including negotiation of joint venture opportunities
- Support conservation enterprises to design and implement systems to monitor conservation and social impacts
- Ensure that the role of enterprise in contributing to FFI’s mission is demonstrated, and that the impact monitoring requirement of funders and/or investors are met
Programme Development

- Input to FFI’s strategic approach to conservation enterprise development and to securing access to diverse sources of enterprise finance, taking into account existing work, desired institutional outcomes, and institutional skills and competencies
- Identify and support development of new initiatives and strategic partnerships that will add value to FFI’s work in this area in consultation with line manager
- Identify and support development of funding opportunities as they arise, including providing technical input at the design stage to relevant funding proposals led by regional teams and providing technical input to funder report writing
- Demonstrate FFI’s recognised expertise in enterprise development and landscape financing in the context of conservation, including representation and presenting at meetings, sitting on panels, and via the authoring of papers/policies as requested by Line Manager

Learning and Communications

- Support the development of varied external and internal communications (blogs, technical briefs, media releases) to raise the profile of FFI’s conservation enterprise and impact finance work and contribute to thought leadership in this rapidly evolving sector, translating and communicating concepts and issues appropriately to different target audiences
- Represent FFI as required in external fora, and ensure information is fed back and appropriately circulated within FFI
- Provide mentorship in enterprise development across the organisation and partners as appropriate
- Undertake continuous professional development and maintain appropriate awareness of other relevant technical areas

Other

- Perform any other tasks that may be requested from time to time, as appropriate to the role and commensurate with your skills and experience

Person Specification

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<th>Essential</th>
<th>Desirable</th>
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| **Skills** | • Excellent ability to assess business viability and market opportunities  
• Ability to deliver targeted business training and support to non-experts including business model development  
• Excellent written communication skills, including technical proposal and report writing  
• Excellent oral communication skills, with ability to translate and present technical concepts to a non-technical audience  
• Ability to present to external audiences with confidence and credibility | • Fluency in written and spoken French, Spanish or Portuguese and other language skills relevant to FFI’s work e.g. Bahasa Indonesia, Swahili, Russian, Turkish |
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<th><strong>Knowledge and experience</strong></th>
<th><strong>Behavioural qualities</strong></th>
<th><strong>Other</strong></th>
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<td>• Degree or equivalent level qualification in business, economics or other relevant discipline</td>
<td>• Collaborative</td>
<td>• Commitment to FFI’s mission and values</td>
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<td>• Substantial relevant network in private sector (such as tourism, seafood, agribusiness)</td>
<td>• Builds positive personal and organisational relationships</td>
<td>• Willingness to travel internationally, including to remote areas</td>
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<td>• Knowledge of at least two of the following sectors: tourism, sustainable fisheries, agriculture/agroforestry</td>
<td>• Impact-focused</td>
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<td>• Proven success in developing enterprises designed to achieve positive social and/or environmental impacts</td>
<td>• Ability to self-motivate</td>
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<td>• Experience providing incubation and/or technical support to small and growing businesses in line with business needs</td>
<td>• Values diversity</td>
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<td>• Experience developing funding proposals and investment pitches</td>
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<td>• Experience managing projects and grants</td>
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<td>• A proven understanding of the development sector and marine and terrestrial environmental / biodiversity conservation issues in particular</td>
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<td>• Practical experience doing business in developing and emerging markets</td>
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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 kirnan.mohanan@fauna-flora.org

Please mark your application ‘Nature-Positive Enterprise Specialist’.

The closing date for applications is Monday 28 March 2022. Interviews are likely to be held during the week commencing 28 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.

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