Technical Specialist, Marine Plastics, Conservation Science & Design

“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 with and alongside 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.

Conservation Science & Design Team

Good conservation decision-making depends on good information. The latest findings from the biological and social sciences as well as economic and policy arenas should inform these decisions. Local teams are often best placed to enhance and filter such information. The Conservation Science & Design team works closely with, and provides support to, locally-based staff and partners, which ensures decisions are based on a good understanding of the local situation, and at the same time enables us to take a pragmatic role in the development of FFI as an organisation.

We focus on a number of key areas:

- strategic development of key cross-cutting areas of FFI's conservation work - currently focused on marine, plastic pollution, threatened species conservation (with a specific focus on trees) and climate change
- robust approaches to allocating conservation funding - through management of a dedicated marine grant, Halcyon Land & Sea funds (which focuses on securing priority conservation areas), the Flagship Species Fund, and also co-ordination of reviews for external grant funds
- promoting effective monitoring and evaluation within FFI - focusing on cross-organisational impact reporting
- technical delivery within projects
- direct support and advice to regional and thematic teams on any issues relating to Conservation Science & Design or the specific work of our team

FFI Marine Programme

FFI has been working in marine conservation for decades. However, it launched its formal marine programme in 2011 focused on the following three strands:

- securing important areas to safeguard marine biodiversity;
- informing and influencing policies and practice affecting the marine environment; and
- supporting key national local institutions to help them deliver effective marine conservation.

Since 2011, we have worked across 17 countries with over 90 partners. We have contributed directly to the establishment or strengthening of over 50 marine protected areas and dozens of new no-take zones, witnessed a reduction in destructive fishing activities at 45% of all sites and seen evidence of recovery in key species groups and habitats. Please see our website for an overview of current projects.
Marine Plastics

FFI’s Marine Plastics work was formally launched in 2012, and since then has established a dynamic programme of work to curb the threat posed to marine ecosystems by plastic pollution. We focus on identifying the types and sources of plastic which pose the greatest threats to biodiversity, and on finding pragmatic and locally appropriate solutions to mitigate these impacts. FFI works constructively with corporates, governments, scientists and other NGOs to build consensus around solutions, using the best available science and technical expertise to ensure these are robust and feasible.

FFI was strongly involved in the campaign to ban microbeads in the UK, and continues to work on other sources of microplastic pollution (notably plastic pellets and microplastic fibres lost from textiles). We also work to address plastic pollution within the context of our wider marine portfolio, and support partners around the world to engage on this issue, including through our membership of the Commonwealth Clean Oceans Alliance. We are also working to establish information on the challenges of alternative materials, looking at wider lifetime impact of alternative material choices. We continue to identify new priorities for intervention, based on a clear understanding of the science, impacts on biodiversity and demonstrated pathways to the sea, building pragmatic, collaborative solutions.

The Opportunity

We are offering a unique opportunity to contribute to the effective delivery and future development of our marine plastics work. In addition to providing technical input to and supporting delivery of existing projects, the Technical Specialist, Marine Plastics, will play an important role within the Marine Plastics team by taking the lead on researching new areas of work and opportunities for programme development, and (with the support of FFI’s fundraising team) leading on programmatic fundraising as a priority over the next twelve months. In addition, the Technical Specialist will contribute to a review of our strategic direction to ensure our global project and policy work is centred on and integrated with the predominant threats identified at key project sites.

We are looking for a high-performing and experienced professional with technical knowledge of the broad spectrum of marine plastics issues, and how this impact on marine biodiversity. You will have experience of thinking strategically to identify and articulate solutions to affect changes in practice and policy, particularly in relation to microplastics. In addition, you will have an awareness of the wider challenges of plastic pollution in developing country contexts and how it relates to broader conservation and fisheries management. You will be able to communicate with confidence and credibility to a range of audiences, and have experience in building and maintaining productive organisational and external stakeholder relationships. In addition, you will have proven experience of securing funding from a range of sources, including private philanthropy.

In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial 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.
Our offices are located in The David Attenborough Building 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 £32,000 dependent on skills and experience

Location: Fauna & Flora International, Cambridge, UK (current policy allows for
some working from 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-
Friday inclusive

Job Description

Job Title: Technical Specialist, Marine Plastics,
Conservation Science & Design

Reporting to: Senior Technical Specialist, Marine Plastics

Key Relationships: Acting Senior Director, Cross-cutting Programmes
Acting Deputy Director, Conservation Science & Design
Head of Marine, Conservation Science & Design
Programme Officer, Marine Plastics, Conservation Science & Design
Regional Marine specialists
Communications team
Fundraising team
Objective:
The Technical Specialist, Marine Plastics will join a small, dynamic team to provide robust technical support on a broad range of marine plastics issues, demonstrating strategic and critical thinking skills. In the first twelve months in post they will prioritise and lead on securing programmatic funding, taking the lead on researching and developing new ideas to support the ongoing delivery and growth of the Marine Plastics Programme, in close collaboration with and under the direction of the Senior Technical Specialist, Marine Plastics. They will promote and facilitate close collaboration with FFI regional teams, project managers and partner organisations, ensuring a joined up ‘One FFI’ approach to project design and delivery, utilising best practice, innovation and new technologies. In addition, they will provide technical support to marine plastics fundraising efforts in key focal countries within FFI’s global marine programme.

Specific Duties:

Project Delivery
- Provide technical support across the team and lead on delivering discrete tasks within existing projects.
- Maintain or build relationships with identified key stakeholders for FFI’s marine plastics programme, including NGOs, industry and policy makers.
- Maintain an effective record of contacts and project activities and support timely and accurate production and delivery of reports to donors and clients within agreed internal and external deadlines.

Programme/Project Development
- Identify emerging opportunities or issues on marine plastics and lead research on and the development of new elements of work that align with FFI’s priorities and approaches and, where appropriate, new external engagements or partnerships.
- In collaboration with the Senior Technical Specialist, Head of Marine and FFI’s fundraising team, lead development of targeted proposals to secure ongoing support for FFI’s marine plastics work, both for existing projects and for new areas of work, as described above.
- Work with project teams and in-country partners to help them develop and deliver locally appropriate and technically robust projects to reduce threats of plastics in the marine environment, ensuring these align with FFI’s marine plastics priorities and organisational strategy.
- Incorporate the most up-to-date science, information and policy into project design, ensuring that FFI is working with appropriate partners and maximizing partnership opportunities.
- Ensure appropriate structures for effective project monitoring and evaluation are built into project concepts to align with wider FFI approaches.

Communication and learning
- Keep up-to-date with topical and emerging issues around marine plastics (particularly microplastics), the science (particularly the biodiversity impacts of plastic pollution), and relevant national and international policy and initiatives (e.g. proposed solutions and
interventions), and ensure this knowledge is shared with members of the marine plastics team and other FFI staff working on marine plastic issues or for whom it would have relevance.

- Communicate actively about marine plastics and related issues through internal mechanisms (intranet, downloads, etc.) to ensure internal awareness and engagement on these issues, and externally (including blogs and a dedicated Twitter feed) and targeted external communications materials to promote FFI as a credible partner in the marine plastics field.
- Liaise directly with the Communications team to ensure clear messages on marine plastics as part of our marine communications strategy and general promotion of FFI’s marine work, and proactively identify opportunities to communicate FFI’s marine plastics work to external audiences.

**General**

- Provide technical reviews for both internal and external grant funds on a range of conservation 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.
- Assist in dealing with external enquiries relating to FFI’s marine plastics work.

## Person Specification

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<th><strong>Essential</strong></th>
<th><strong>Desirable</strong></th>
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<tr>
<td><strong>Skills</strong></td>
<td>• Proven technical competency and experience in marine plastic pollution, including microplastic pollution, its impact on biodiversity and measures to address it.</td>
<td>• Experience of working with multilateral agencies</td>
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<td>• Proven successful track record and experience of donor relationships, fundraising</td>
<td>• Experience of working in a non-European context</td>
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<td>• Experienced in project design, implementation and timely delivery</td>
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<td>• Excellent communication and presentation skills (written and verbal) for a broad audience</td>
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<td>• Strong skills in relationship-building with diverse stakeholders, including with corporates, policymakers and donors</td>
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<td>• Ability to think strategically, prioritise and manage time effectively</td>
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<td>• Fluent in English (spoken and written); IT literate</td>
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<td><strong>Knowledge and</strong></td>
<td>• Advanced degree or equivalent level qualification in a relevant field</td>
<td>• Experience of national or EU policy and/or advocacy work</td>
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<td>experience</td>
<td>including marine or environmental sciences, environmental law or resource management, or similar equivalent level experience</td>
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<tr>
<td>• Technical knowledge of broad marine conservation issues and impact of plastic pollution</td>
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<td>• Understanding and knowledge of the plastics industry</td>
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<td>• Proven knowledge of/relationships with key players and initiatives in the marine plastic pollution sector</td>
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<td>• An understanding of and experience of working in or with NGOs</td>
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<td>• Previous experience of engagement with the corporate sector</td>
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<td>• Experience working in fisheries management including gear adaptation</td>
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<td>Behavioural qualities</td>
<td>• Ability to deal with challenges in a positive way</td>
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<td>• Excellent organisational skills, with structured and methodical approach to work and a clear focus on results</td>
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<td>• Committed to FFI’s mission, vision and values</td>
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<td>• Builds positive personal and institutional relationships</td>
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<td>• A team player, but able to work independently to an agreed programme</td>
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<td>• Ability to work under pressure and to deadlines</td>
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<td>• Cultural sensitivity</td>
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<td>Other</td>
<td>• Ability to undertake some national and international travel</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 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, a full CV (tailored to the role and person specification 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 jack.murphy@fauna-flora.org

Please mark your application ‘Technical Specialist, Marine Plastics’.

The closing date for applications is 3 April 2022. Interviews are likely to be held on 12 April 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 Officer, FFI, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity