



Juan Pablo Moreiras/FFI

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 FFI Corporate Sustainability Programme

The FFI Corporate Sustainability (CS) Programme is one of FFI's five global cross-cutting conservation 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, and to hold them account for best practice where necessary.

In order to recognise and manage their risks, it is important that companies understand the biodiversity and sociocultural contexts of their operations to identify and, where appropriate, mitigate potential impacts and capitalise biodiversity opportunities associated with the company's operational and exploration sites. We require operations to work to understand and manage their impacts on biodiversity, following the mitigation hierarchy and aspiring to global best practice standards such as committing to net positive contributions to biodiversity and ecosystem services.

Potentially, almost all that an operation does will have some possible impact on biodiversity. Such impacts are not limited to endangered or threatened plants and animals but include the impacts on society through nature-based benefits such as ecosystem services and the natural value of land. Opportunities exist to help companies strengthen the management of biodiversity and ecosystem services and to deliver on their multiple ESG commitments.

'Nature based solutions'¹ (NBS) could be part of the potential response. Defined by the IUCN as 'actions to protect, sustainably manage and restore natural or modified ecosystems to address societal challenges effectively and adaptively, simultaneously providing human well-being and biodiversity benefits', it has been estimated that such actions could account for nearly 40% of the emission reductions required to meet the 2-degree target of the Paris climate agreement.²³

Careful application of nature-based solutions in association with large scale development projects in forests could be one-way companies could significantly reduce their net greenhouse gas emission profile whilst simultaneously addressing many of the other impacts they have on biodiversity, ecological function and the livelihoods of people in forest landscapes. But to achieve this, it is important to understand how and when such options are appropriate and define or develop the options available to account for the credits and benefits generated by them.

The Opportunity

We are seeking a highly motivated, skilled and experienced individual to provide technical expertise to the work programmes and initiatives within the productive, extractives and development infrastructure sectors across FFI's global conservation programme. This role will focus on defining, reviewing and recommending approaches and methodologies to enable FFI to build nature-based solutions and integrate biodiversity management at a strategic and operational level in both marine and terrestrial environments.

You will contribute technical expertise, working on the characterisation and management of biodiversity across global operations whilst enabling FFI's commitment to objectives-based frameworks for biodiversity at the interface with large scale development. You will work closely with the Director, Senior Technical Specialists and Senior Programme Managers within the team, to enable partnerships to integrate nature-positive impacts at a strategic and operational level in both marine and terrestrial environments. You will be experienced in the development and implementation of a full spectrum of biodiversity and ecosystem services management tools, including biodiversity risk assessments, carbon offsets, developing actions plans and the associated monitoring and evaluation metrics required to demonstrate co-benefits, and using these tools to demonstrate net positive impact to biodiversity conservation and climate mitigation. Your position will work closely with the FFI Climate-Nature Linkages team, linking closely with FFI's broader work on climate-nature linkages.

This role will require technical and management skills, contributing to and supporting a range of FFI projects, but with a focus on supporting technical delivery of key corporate partnerships. You will be expected to work independently, providing support to programme managers and senior technical staff. The role will require international travel to meet project objectives and programme development requirements. As a technical member of the team, you will work closely with colleagues and partners across FFI global conservation programmes and encourage the use of global best practices and objectives-led frameworks to ensure the integration of biodiversity and ecosystem services aspects into all aspects of our work in the extractives and infrastructure sectors.

¹ Also referred to as Nature Based Climate Solutions or Natural Climate Solutions

² Global Standard for Nature Based Solutions. Draft 2. (2019) IUCN.

³ Natural Climate Solutions (2017), PNAS 114(44) <https://doi.org/10.1073/pnas.1710465114>

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Open
Probation Period:	Six months
Salary:	circa £35,000 per annum, depending on experience
Location:	Fauna & Flora International, Cambridge UK (Current policy allows partial remote 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 Monday to Friday from 9.00am to 5.30pm, with a one-hour lunch break.

Job Description

Job Title:	Technical Specialist, Corporate Sustainability
Reporting to:	Senior Technical Specialist, Corporate Sustainability

Overall objective

Define, review and recommend approaches and methodologies to enable FFI to build nature-positive nature-based solutions (NBS) strongly into our work with these sectors, and to optimise and measure the co-benefits for nature, climate and people. Specifically, design, deliver and monitor the co-benefits from key partnerships. Support the Director, Senior Technical Specialist and Senior Programme Managers in the delivery of technical expertise to corporate partnership project portfolios.

Main Duties and Responsibilities:

- Contribute to the design and delivery of NBS that provide co-benefits for nature, climate and people from net positive approaches in the extractives and infrastructure sectors across FFI's global conservation programme, assisting and inputting into report writing/technical documents and guidelines for integrating NBS in extractive sector companies

- Provide technical support to guide and challenge approaches to managing the impacts of the productive, extractives and infrastructure sectors on nature and climate, including delivery of collaborative biodiversity management projects at operational sites and advice on emerging biodiversity / business issues such as biodiversity offsets, landscape level planning and performance measurement against net zero decarbonisation targets
- Develop metrics and approaches for FFI and partners that enable the demonstration and measurement of co-benefits from nature-based solutions in the productive, extractives and infrastructure sectors, including quantifying opportunities and delivery pathways in line with FFI policies on working with the oil and gas sector and on climate change pathways
- Provide day to day technical support to existing and potential FFI extractive sector projects including project strategy, planning and risk analysis

Tasks to include:

- Support the effective technical delivery and sustainable implementation of nature positive approaches, NBS for the sustainable development goals, landscape level assessment and planning initiatives in the extractives and infrastructure sectors, focusing on FFI priority geographies
- Provide technical expertise to enable FFI to deliver best practice solutions for the management of biodiversity and ecosystem services and the integration of NBS for climate through our extractives sector partnerships and related activities
- Enable FFI to monitor adherence to our goal of enabling natural climate solutions while ensuring that our corporate partners adhere to ambitious net zero and decarbonisation strategies with transparent pathways to change
- 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 nature positive approaches across the corporate sector and their raw material supply chains, focusing on the central FFI partnerships in the extractives and infrastructure sectors
- Assist, through the provision of strategic and technical advice, corporate sector operations in developing their approach to managing and monitoring biodiversity mitigation projects

General

- Contribute to the implementation of the FFI Strategy and Business Plan
- Ensure all work delivered in full compliance with FFI policies and procedures, including Focal Point and the Delegation of Authorities
- Represent FFI projects and programmes to external parties as requested
- Track emerging issues linking to nature-based solutions, objectives-led frameworks, optimizing co-benefits to nature, climate and society across the extractives and development infrastructure sectors and participate in priority events as requested by Line Manager
- Undertake any other tasks commensurate with the position that may be requested of you, from time-to-time, by your Line Manager
- Produce and work within annual budgets, maintain accounts
- Manage key projects
- Support the Director, Corporate Sustainability and Director, Climate & Nature as well as other FFI colleagues in cross-cutting and regional teams as and where required

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Proven technical expertise as a business & biodiversity practitioner • Quantitative analysis and assessment skills for monitoring and evaluating biodiversity (metrics) • Nature-based solutions, ecosystem services and natural capital expertise • Conservation planning and project design and delivery • Excellent technical report writing skills • Strong communication and presentation skills (written and verbal), to both technical and non-technical audiences • Strong project management skills with experience in project planning, financial management, reporting and evaluation • Strong organisational, prioritisation and time management skills • Skills in data analysis or visualisation software • Ability to think laterally and creatively • Excellent spoken and written English 	<ul style="list-style-type: none"> • Grant application writing • Working proficiency in Spanish, Portuguese, French or Bahasa.
Knowledge and experience	<ul style="list-style-type: none"> • A post-graduate Degree or equivalent level qualification in a biodiversity conservation or environmental management related subject (e.g. geography, international development or environmental studies, natural sciences) • 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 • Experience in monitoring and impact assessment in the field • Demonstrable expertise and application of nature-based solutions, ecosystem services, natural capital and associated metrics • Expertise in and application of biodiversity metrics, measurements and indicators • Experience working in or with cross-sector partnerships 	<ul style="list-style-type: none"> • Experience of corporate environmental management systems and environmental impact assessments gained in an international environment • Knowledge and experience of SDGs

Behavioural qualities	<ul style="list-style-type: none"> • Commitment to FFI's mission and values • Strong, demonstrable commitment to conservation • Highly motivated, driven and results-oriented • Ability to challenge partners constructively and build positive and effective relationships • Passion for accelerating Natural Climate Solutions • Excellent team player • Pragmatic • Flexible and adaptable • Ability to show initiative, to work independently • Reliability and efficiency • A self-starter 	
Other	<ul style="list-style-type: none"> • Ability to travel, including at short notice to remote international location 	

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 Dominic Ross at dominic.ross@fauna-flora.org

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

The closing date for applications is **Sunday, 17 April 2022**. Interviews are likely to be held during the week commencing 25 April 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 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