Nature Positive 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
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 nature 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 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.

The Opportunity

FFI is at the cutting edge of policy and practice on nature positive, fully committed to taking this concept to halt and reverse the decline in biodiversity. This means rolling up our sleeves and getting fully stuck into the technical, practical and strategic aspects of nature positive – all the way from gains at a site level, to prioritising nature-based solutions, transforming raw material supply chains so that they are contributing positively to nature, to integrating nature into decision making throughout a company’s activities so that impacts and dependencies are acknowledged and addressed as a strategic business imperative.

Do you have what it takes? FFI is seeking a Nature Positive Technical Specialist to play a key role in the design, development and integration of nature positive strategies within productive and extractive sectors across our global conservation and corporate engagement programme.
You will have proven technical skills in the assessment and design of nature positive pathways. You will understand and apply the core principles of nature positive. You will be skilled in defining the impacts and dependencies companies have on nature, their corporate decision-making processes and how these relate to nature, the provenance and pathways of their raw material supply chains and the application of nature-based solutions. You will have experience in both strategic and operational level performance and monitoring metrics for nature positive, including those required for reporting, voluntary disclosures and delivering net positive impact. You will have knowledge of emerging and established frameworks such as the Taskforce for Nature-based Financial Disclosures and Science-based Targets initiatives and be engaging in the discourse on nature positive.

You will be experienced in the development and implementation of a spectrum of nature positive tools, including environmental economics, impact assessment, environmental and social safeguards, biodiversity risk assessments, raw material supply chain assessments, materiality assessment, implementing the mitigation hierarchy, and conceptualising and planning nature positive pathways.

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 into all aspects of our work.

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 depending on experience
Location: Fauna & Flora International, Cambridge UK
(Current policy offers 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 37.5 hours per week Monday to Friday inclusive.

**Job Description**

**Job Title:** Nature Positive Technical Specialist, Corporate Sustainability

**Reporting to:** Senior Programme Manager, Corporate Sustainability

**Overall objective**

Provide nature positive technical expertise to the work programmes and partnerships to deliver corporate sustainability. Support the Director, Senior Technical Specialists and Senior Programme Managers in the delivery of technical expertise to FFI’s Cross-cutting and Regional Programmes and our partners, including the range of technical input required to deliver net positive impact with our corporate partners.

**Main Duties and Responsibilities:**

- Help deliver nature positive approaches and promote best practice for the management of biodiversity and ecosystem services, integrating opportunities that deliver corporate sustainability through co-benefits for nature, climate and people across FFI’s global programme
- Provide technical support to guide and challenge approaches to managing the impacts of the productive, extractives and infrastructure sectors on biodiversity, including delivery of nature positive projects with existing and emerging corporate and sectoral collaborations
- Be the technical focal point on emerging nature positive approaches, methodologies, narratives and initiatives, building core competencies across the CS team and FFI conservation programmes
- Undertake nature positive assessments, including materiality analyses, raw material supply inventories, impact and dependency assessments to design and deliver strategic and pragmatic nature positive interventions
- Design, adapt and implement nature positive data management and monitoring tools
- Ensure appropriate design and use of geospatial and analytics tools to enable effective and sustainable implementation
- Provide day to day technical support to key corporate sustainability projects including project strategy, planning, risk analysis and working with the Director, Senior Technical Specialists, Senior Programme Managers and FFI’s key consultants to deliver high quality technical projects
- Support the delivery of new opportunities within the private sector within FFI’s key geographic regions of activity in accordance with FFI’s strategic aims and objectives

**Tasks to include:**

- Support the effective technical delivery and sustainable implementation of nature positive approaches, landscape level assessment and planning initiatives in the productive, extractives and infrastructure sectors
• Provide technical expertise to deliver best practice standards for the design, development and delivery of nature positive strategies with FFI’s corporate partners
• In consultation with a broad range of stakeholders, support the design and implementation of nature positive approaches
• Assist, through the provision of strategic and technical advice, corporate sector operations in developing their approach to managing and monitoring biodiversity mitigation projects and integrating opportunities to deliver co-benefits for nature, climate and people where possible

General

• Ensure all work is 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 productive, extractives and development infrastructure 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 Senior Programme Manager, CS to produce reports as required by partner organisations, the CS Programme and FFI’s internal reporting processes
• Support the Senior Programme Manager, CS with respect to FFI’s input into the sectoral initiatives drawing on the skills and expertise of FFI’s wider conservation team and partners
• Contribute to discussions on biodiversity and sustainability within the extractives sector and other relevant forums
• Support the Director, CS and Senior Programme Manager, CS and wider team as and where required

Person Specification

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<td><strong>Skills</strong></td>
<td>• Proven technical expertise as a business &amp; biodiversity practitioner</td>
<td>• Geospatial analytics</td>
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<td>• Proficiency in use of GIS software</td>
<td>• Working proficiency in Spanish, French or</td>
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<td>• Excellent analytical skills</td>
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<td>• Excellent technical report writing skills</td>
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<td></td>
<td>• Strong communication and presentation skills (written and verbal), to both technical and non-technical audiences</td>
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<td>• Strong organisational, prioritisation and time management skills</td>
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<td>• Ability to think laterally and creatively</td>
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<td>• Excellent spoken and written English</td>
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| Knowledge and experience | • 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, environmental economics, natural sciences) or equivalent experience  
• Technical experience working on nature positive initiatives and projects  
• EIA and International Finance Institute Environmental and Social Safeguards practitioner  
• 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  
• Private sector working experience  
• Experience in raw material supply chain analysis, responsible sourcing, materiality  
• Knowledge of voluntary standards applicable to nature positive and/or corporate compliance  
• Expertise in and application of biodiversity metrics, measurements and indicators  
• Experience working in or with cross-sector partnerships  | • Experience of corporate environmental management systems and environmental impact assessments gained in an international environment  
• Proven knowledge of and application of IFC’s PS6 or equivalent international standard  
• Good understanding of international conservation and of the NGO sector  |
| Behavioural qualities | • Commitment to FFI’s mission and values  
• Strong, demonstrable commitment to conservation  
• Highly motivated and driven  
• Excellent team player  
• Pragmatic  
• Flexible and adaptable  
• Ability to show initiative, to work independently  
• Reliability and efficiency  
• A self-starter  |  |
| Other | • 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 email to Dom Ross at dominic.ross@fauna-flora.org

Please mark your application ‘Nature Positive Technical Specialist, Corporate Sustainability’.

The closing date for applications is Sunday 3 April 2022. Interviews are likely to be held during the week commencing 11 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. Candidates selected for interview will be contacted by email.

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