



Credit: David Brossard/Flickr

Head Of Wildlife Trade

“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 partners, act as a catalyst for change, make conservation relevant, 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.

FFI & Wildlife Trade

FFI has been at the forefront of efforts to tackle illegal wildlife trade for almost two decades. Our practical, field-based approach revolves around putting in place effective measures on the ground to safeguard wild populations of key species from poaching for illegal trade.

There are multiple strands to FFI's approach to this complex global issue, but they all involve working closely with our established network of in-country partners in order to ensure that our interventions are appropriate to the local context and sustainable in the long term. In particular, we engage communities as active and motivated partners in species protection and law enforcement, not least by strengthening community rights and helping to ensure that they have a vested interest in safeguarding wildlife. We are also working to implement and assess comprehensive, evidence-based crime prevention approaches in the context of wildlife crime.

We focus on strategic long-term partnerships and collaborations with the institutions, groups and individuals who can have a significant influence on the illegal trade, either as consumers, businesses, policy makers, law enforcers or community leaders. We place strong emphasis on building capacity, improving cooperation and encouraging information sharing in order to increase local effectiveness in tackling illegal wildlife trade.

Working closely with country teams and partners, FFI's dedicated Wildlife Trade team provides technical leadership and direct support to project design, fundraising, implementation and impact monitoring. The team proactively builds technical capacity and skills within FFI and partners, supporting them to engage with emerging issues, ensure FFI is represented in relevant Wildlife trade-related forums, and maximise opportunities of relevance to wildlife trade for FFI and its partner network.

The Opportunity

This is an exciting time to be joining FFI and to be leading our global Wildlife Trade team, which are committed to strengthening and expanding our responses to illegal and unsustainable wildlife trade.

The Head of Wildlife Trade provides leadership and mentoring to an established technical team, supports strategic development and financing of the Wildlife Trade programme in line with FFI strategy and fundraising, and ensures external awareness and engagement with our work to in this area. They will be expected to maintain high level expertise in emerging debates, research,

innovation and practice and will be engaged in wider networks to ensure FFI operates at the cutting edge of conservation efforts globally. They will use their knowledge, expertise and connections to support the delivery of projects in line with agreed FFI strategy, ethos and internal policies, and to transfer learning from the project portfolio to higher level conversations with peers and decisions makers.

You will have significant recognised expertise in addressing unsustainable and illegal wildlife trade with proven international experience and technical knowledge, able to represent FFI confidently and credibly in this field. You will be a highly motivated, skilled and experienced individual comfortable working in an international NGO and managing in a matrix-like structure. You will be a team player with effective people management and interpersonal skills, and a leadership style that enables you to build, empower and lead a professional team that delivers to a high standard against project aims, objectives and timelines to support wildlife trade initiatives across our global conservation programme.

In addition, you will be a highly collaborative and strategic thinker with proven experience in project design, multi-stakeholder coordination, facilitation and an ability to manage a diverse workload and multiple deadlines. You will be a credible communicator, who is confident in developing and managing relationships with FFI staff, partner organisations and donors across a broad international diaspora. You will understand the need for inclusive, collaborative and evidence-based approaches to preventing illegal and unsustainable wildlife trade including, but not limited to, effective crime prevention, community-level responses to illegal wildlife trade, and demand reduction. You will also have a good understanding of the need for effective information-sharing, collaboration and learning for conservation is also key, as is a shared commitment to FFI's mission and values.

Fluency in spoken and written English is essential and proficiency in a second language relevant to FFI would be an advantage.

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 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

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| Start Date: | As soon as possible |
| Duration of Contract: | Permanent |
| Probation Period: | Six months |
| Salary: | Circa £50,000 |
| Location: | Fauna & Flora International, Cambridge, UK (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-Friday inclusive. Part time hours will be considered, with a minimum of 30 hours per week.

Job Description

Job Title: Head of Wildlife Trade

Reporting to: Senior Conservation Director

Responsible for: Wildlife Trade team members

Key Relationships: Senior Management Team
Regional and cross-cutting team leads and, where relevant, members of FFI's broader Management Team, including managers of all key functions, regional, operational and field staff and partners working on species in trade.

Purpose:
The purpose of this role is to lead FFI's Wildlife Trade programme in line with FFI's strategy, and to manage an established team providing technical leadership to ensure FFI is effectively addressing illegal and unsustainable wildlife trade, and ensure external awareness, policy and wider engagement internally and externally.

Specific Duties:

Development

- In consultation with the Senior Conservation Director, lead the ongoing strategic development of an FFI approach to addressing unsustainable wildlife trade across FFI's project sites and partner network in alignment with FFI's Strategy / Business Plan.
- Work in close collaboration with the regional and cross-cutting teams to identify and develop opportunities, initiatives and collaborative partnerships to address unsustainable wildlife trade within (but not limited to) the following themes:

- Strengthening protection of species at source through locally appropriate incentives for conservation;
 - Strengthening local, national and international legal and customary frameworks, enforcement and justice systems;
 - Developing innovative technologies and financing systems;
 - Working with private sector businesses to reduce impact of their activities on the threat presented to endangered species from unsustainable wildlife trade;
 - Developing new conservationists;
 - Under-represented FFI focus species (e.g. marine, reptile, bird and tree species);
 - Building capacity within FFI and partners to address illegal trade in wildlife in their field programmes, and to monitor and communicate this work effectively.
 - Reducing demand for FFI focal species.
- In close collaboration with the Senior Management Team, regional teams, partnerships teams and development department, design projects and secure funding from all sources, including the Illegal Wildlife Trade Challenge Fund, Darwin, US Fish & Wildlife Service, Foundations and Major Donors, to address unsustainable wildlife trade, taking a lead role where appropriate.
 - In co-ordination with colleagues across FFI, proactively develop an enhanced network of contacts with international, national and local organisations working on issues of wildlife trade.

Management

- Advise FFI's Senior Management Team and Management Team on strategy and practice to address unsustainable wildlife trade.
- Foster and lead the FFI Community of Practice on unsustainable wildlife trade, encouraging adherence to sound theories of change, best practice implementation and adaptive learning.
- Lead the management and delivery of Wildlife Trade programme grant funding, including financial and technical management and reporting.
- Provide line management of nominated individuals through objective setting, continuous performance management, annual appraisal, training provision and personal development planning.
- Provide technical management of nominated individuals, contributing to objective setting, continuous performance management, annual appraisal, training provision and personal development planning.
- Support team members to ensure work plans are in place to meet project aims, objectives and timelines.

Representation

- Represent FFI's Wildlife Trade work to internal and external stakeholders, including government agencies, NGOs, for-profit entities, academic institutions, funders, donors and media, proactively developing its profile and presenting and promoting its work and approach with confidence and credibility.
- Working with FFI's Policy, regional and other relevant teams, coordinate representation of FFI in relevant policy dialogues with a view to influencing positively policies and investments that impact on wildlife trade.

- Represent FFI at key fora, including consultations, negotiations, briefings, meetings and workshops.
- Liaise directly with the Communications team to develop communications and promote FFI's work on wildlife trade.

Technical Input

- Provide direct technical input to the design, development and implementation and monitoring of projects and initiatives addressing unsustainable wildlife trade.
- Provide technical advice and guidance to regional teams in the development and implementation of specific projects and initiatives addressing unsustainable wildlife trade.
- Provide technical reviews for both internal and external grant funds on a range of biodiversity conservation issues including but not exclusively, unsustainable wildlife trade.

Learning

- Ensure maintenance of an up to date our FFI Wildlife Trade site, up-to-date summaries of the wildlife trade work of FFI and partners, position statements on key topics (e.g. trophy hunting, sustainable use) and relevant publications, to support internal and external communications and learning.
- Ensure an active community of practice for wildlife trade across FFI promoting cohesion and learning across different teams engaged in work to address wildlife trade.
- Present at meetings, sit on panels, author papers/policies, and identify and/or contribute to new approaches, frameworks or strategies in the area of wildlife trade both internally and externally.
- Build knowledge within FFI and its partner network on issues regarding unsustainable wildlife trade by undertaking continuous professional development, attending relevant external fora, reading publications, and distilling and sharing relevant information with FFI staff and partners.
- Translate and communicate specialist information appropriately to different target audiences.
- Maintain appropriate awareness of other relevant / inter-related technical areas
- Identify, engage and demonstrate strong mentorship of Technical Specialists and other relevant FFI staff, partner staff and students in the area of wildlife trade, threat analysis, emerging issues, partnerships and project development, and lesson learning.

Other duties:

- Participate in strategic evolution of FFI's work and partnerships, in line with our ambitions as outlined in FFI's strategy/business plan.
- Assist in monitoring the impact of wildlife trade interventions, contributing to the conservation report and impact assessment in line with the business plan.
- Liaise with the relevant leads in Cambridge to ensure alignment on areas where social safeguards, safeguarding and Wildlife Trade agendas may overlap
- Undertake any other tasks commensurate with the position that may be requested of you, from time-to-time, by your Line Manager.
- Contribute to relevant publications, learning events and specialist groups.
- Undertake travel to relevant conferences and international meetings.

Person Specification

| | Essential | Desirable |
|---------------------------------|---|--|
| Skills | <ul style="list-style-type: none"> • Proven competencies in team leadership and management oriented towards empowering and enabling team members • Proven expertise relevant to the wildlife trade portfolio of work, e.g. community responses to illegal wildlife trade, crime prevention, demand reduction, capacity for law enforcement • High level partnership building, networking and collaboration across complex and global issues • Skilled facilitator and negotiator • Excellent writing skills • Excellent communication and presentation skills, with ability to influence at all levels • Proven project management skills • Excellent analytical, organisational, prioritisation and time management skills • Excellent spoken and written English | <ul style="list-style-type: none"> • Working proficiency in a language relevant to FFI's areas of operation |
| Knowledge and experience | <ul style="list-style-type: none"> • Advanced degree or equivalent in a relevant discipline (e.g. social sciences, criminology) • Significant professional experience in international conservation or a related field, including tackling unsustainable or illegal wildlife trade. • Knowledge and experience of crime prevention, building capacity for law enforcement, community-level responses to illegal wildlife trade. • Substantial experience of leading teams in conservation INGOs • Proven experience of fundraising and successfully securing funds from relevant donors, e.g. IWTCF, USFWS. • Proven experience of establishing and managing partnerships including local partnerships • Proven experience in people management • Established relevant networks of contacts, including potential funders and partners | |

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| | <ul style="list-style-type: none"> • Experience in a relevant policy environment and knowledge of regional and national initiatives and legal frameworks to counter wildlife trafficking. | |
| Behavioural qualities | <ul style="list-style-type: none"> • Team player, demonstrating ability to seek out and harness the views and contributions of others • Strategic thinker with a pragmatic approach to solving problems and delivering impact • Builds positive personal and organisational relationships, working and communicating effectively across teams and disciplines, showing commitment to inclusivity • Collaborative approach • Commitment to promoting socially just, evidence-based approaches | |
| Other | <ul style="list-style-type: none"> • Commitment to FFI's mission and values and 'One FFI' approach • Ability and willingness to travel internationally | |

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 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 nazish.arshad@fauna-flora.org

Please mark your application '**Head of Wildlife Trade**'.

The closing date for applications is **3 July 2022**. Interviews are likely to be held during the week commencing **11 July 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