Senior Technical Specialist, Social Equity & Rights (Africa)

“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.

Africa Programme

FFI currently operates in 14 countries in West, Central, East and Southern Africa, and is implementing a range of projects focused on species and habitat conservation, biodiversity planning, protected area management, institutional development and capacity building, sustainable use and community-led conservation initiatives.

To achieve its mission in Africa, FFI works with and alongside local partners to focus on the sustainable use and management of natural resources as a means to effective conservation in the long-term. In all its projects in Africa, FFI seeks to:

- Build and support local partnerships with African conservation and community development organisations
- Strengthen institutions to bring sustainability and added value to projects
- Maintain long term presence and relationships
- Reconcile conservation goals with the needs and rights of local people
- Incorporate sound science in decision-making
- Ensure positive impacts of its activities on wellbeing and biodiversity

FFI’s Africa Programme has a long history of working with communities in biodiversity-rich landscapes to support and enable them to be effective custodians of their precious, yet threatened, natural resources. We recognise rural communities’ lives are complex and dynamic. We use approaches that seek to empower people to make their own choices more environmentally, economically and socially sustainable.

Our experience has shown that there are a wide range of factors that contribute to people’s wellbeing. These include having a voice in decisions that affect their livelihoods; food, income and personal security; a sense of control, purpose and confidence in the future; the maintenance of cultural values; and the fair distribution of costs and benefits of conservation.

Through project design, delivery, research, technical advice, training and mentoring, and by working closely with FFI’s cross-cutting thematic teams, the Africa programme seeks to understand and integrate the needs and rights of local communities within its conservation initiatives.
The Opportunity

FFI’s Africa Programme strives to ensure that our conservation goals are achieved in ways that respect human rights and contribute to human well-being and social equity. An opportunity has arisen to join the team in a leadership role on social equity, rights and governance approaches.

The primary focus of the role is to ensure that approaches to social equity, rights-based and good governance are effectively integrated and implemented in all Africa regional programmes and projects.

We are seeking a team player with strong interpersonal and technical skills and relevant international experience. Sound technical knowledge and experience of developing and applying rights-based approaches in conservation contexts is a pre-requisite. In addition, you will be a highly collaborative and strategic thinker with proven experience in capacity building, project design, management and monitoring, evaluation and learning (MEL).

You will be confident in building and managing relationships with FFI staff and partner organisations across a broad international diaspora and have the ability to work with multi-disciplinary groups. You will have a good understanding of the need for effective information-sharing, collaboration and learning for conservation, as well as a shared commitment to FFI’s mission and values.

You will have excellent facilitation, training and mentoring skills including consensus-building and be able to apply these to diverse groups of people. You will be passionate about supporting others to develop their knowledge and skills while being open to learning and able to quickly pick up new skills. You will have experience of working in a cross-cultural environment and experience in applying your skills to a conservation, rural livelihoods or natural resource management context in least developed countries.

In return, the role offers the opportunity to work within a ground-breaking 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.

FFI is a member of the Cambridge Conservation Initiative and our offices are located in The David Attenborough Building in central Cambridge, just a few minutes’ walk from glorious historic buildings, museums and the picturesque River Cam.
Terms and Conditions

Start Date: As soon as possible

Duration of Contract: Permanent

Probation Period: Six months

Salary Range: £44,000 - £48,000 per annum

Location: Fauna & Flora International, Cambridge, 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. Normal working hours are 9.00am to 5.30pm, with a one-hour lunch break. Some remote working (within the UK) and flexible working arrangements are available.

Job Description

Job Title: Senior Technical Specialist, Social Equity & Rights, Africa

Reports to: Regional Director, Africa

Line Management: Technical Specialist, Social Safeguards, Africa

Matrix Management: Technical Specialist, Social & Environmental Safeguards (Tanzania)

Key internal relationships: Senior Programme Manager, Eastern Africa
Senior Programme Manager, West and Central Africa
Africa Country Leads
Director, Social Equity, Agriculture and Enterprise (SAGE)
Head of Social Equity & Rights (SER)
Director, Global Policy
Overall Objective:

The purpose of this role is to ensure approaches to social equity, rights-based and good governance are effectively integrated and implemented in all Africa regional programmes and projects. The role works in close collaboration with the FFI Africa regional, Social Equity and Rights (SER) and Monitoring, Evaluation and Learning (MEL) teams, and clearly communicates the impact of this work internally and externally.

Specific Duties:

- Under the direction of the Regional Director, Africa provide technical advice, expertise and quality control to all aspects of social equity, rights-based and good governance approaches within projects and programmes in the Africa region, ensuring that project designs are aligned with regional and FFI strategies, meet FFI policies and positions, and follow global best practice and standards
- Oversee the development and implementation of appropriate social safeguards for the Africa regional portfolio to ensure FFI adequately identifies, avoids, manages and/or mitigates negative social impacts affecting communities or other relevant local stakeholders as a result of its conservation work in the Africa region
- Backstop in-country teams in the development and application of existing and novel social science-based methodologies from research design and implementation to data analysis and reporting
- Act as the focal point within the Africa regional programme for cross-cutting teams engaging in social elements of projects, ensuring alignment with the wider regional programme of work
- Ensure the FFI Africa teams’ knowledge of social equity, rights-based and good governance approaches to conservation remains up to date with global current practices and thinking, and maintain appropriate awareness of other relevant or inter-related areas
- Provide technical input into the design and implementation of monitoring, evaluation and learning systems related to social science-based methodologies, in close collaboration with the Programme Manager (Partnerships & MEL), Africa and FFI’s MEL team
- Provide strong and motivational line management to staff through objective setting, continuous performance management, annual appraisal, training provision and personal development planning
- Working with the Head of SER, ensure you maintain a good institutional understanding of SER’s institutional programme through proactive communication, enabling standardisation of practice, and shared learning throughout FFI’s global portfolio
- Proactively identify individuals within the FFI regional team or within partner organisations to mentor and develop the necessary skillsets to support in-country projects, including design of social approaches, data analysis and interpretation and information dissemination
- Recognising areas where social safeguards and safeguarding may overlap, ensure that activities under the scope of this role comply with institutional Safeguarding policies and procedures

Development and Implementation

- In line with FFI’s strategy and as agreed with the Africa Regional Director, identify and support the development of new funding opportunities, proposals, initiatives and strategic partnerships relevant to SER themes in the Africa region that will add value to FFI’s work, bringing in additional knowledge, relationships and resources
• Ensure team members have work plans in place that enable FFI and partners to meet project
aims, objectives and timelines for SER workstreams
• Where appropriate, lead the management and delivery of thematically appropriate grant
funding, including financial and technical management and reporting to donors in line with FFI
best practice

Learning and representation

• Build knowledge within FFI and its partner network on issues regarding social dimensions of
conservation by attending relevant external fora, reading publications, and distilling and sharing
relevant information with FFI staff and partners, in a coordinated manner with the SER team
• Develop and maintain content for FFI's website highlighting FFI's work addressing social
approaches to conservation in the Africa region
• Lead development of both internal and external communications on issues relating to SER as
required
• Stimulate and provide topical communications on FFI's work that can be disseminated through
FFI's printed materials and online channels
• Develop and present internal and external communications materials in appropriate formats
(e.g. articles, working papers, workshops and web-based) as agreed, ensuring complex
concepts or issues are translated and communicated appropriately for different target
audiences
• In close coordination with the SER team, engage and collaborate with relevant development
agencies, rights-based advocacy groups and research institutions with respect to relevant
social science work in Africa
• Represent FFI and FFI's programme at appropriate external meetings and fora, including
consultations, meetings and briefings
• In collaboration with the Director, Global Policy and SER team, engage in relevant policy
dialogues, with a view to positively influencing policies that impact on biodiversity, on social
approaches to conservation including but not limited to, governance, gender and livelihoods

Other Duties:

• With agreement of the line manager, perform other tasks that may be requested from time to
time that are appropriate to the role, skills and experience
• Actively engage with responses to external enquiries relating to Social Equity and Rights
• Review internal and external proposals and applications
• Undertake international travel to project sites, relevant conferences and international meetings
as required
• Participate and contribute to Africa Programme strategy development and annual planning and
attend Africa team meetings
• Work in full compliance with FFI protocols, ensuring work is done to high quality and within
budget
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<td>• Proven expertise in enabling equitable governance, rights-based and community-driven conservation approaches</td>
<td>• Written and spoken French and/or Portuguese</td>
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<td>• Highly effective interpersonal and communication skills (written and verbal), including excellent presentation skills and ability to work across teams and cultures</td>
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<td>• Ability to apply critical thinking and analytical skills to complex issues</td>
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<td>• Facilitation, training and mentoring skills</td>
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<td>• Fluent written and spoken English with the ability to explain complex concepts in plain and accessible language, to both technical and non-technical audiences</td>
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<td>• Excellent organisational, prioritisation and time management skills</td>
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<td>• Excellent technical proposal and report writing skills</td>
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<td>• Expertise in quantitative and qualitative analysis</td>
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<td>Knowledge &amp; Experience</td>
<td>• A post-graduate degree or equivalent level qualification</td>
<td>• Experience of working in FFI’s countries of operation in Africa</td>
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<td>• Significant professional experience working on social aspects of conservation in the Global South</td>
<td>• Experience in preparing and managing grant applications</td>
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<td>• Knowledge and experience of international human rights standards and rights-based approaches as they apply to the international conservation</td>
<td>• Knowledge of Environmental and Social Management Systems (ESMS)</td>
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<td>• Experience of enabling conservation projects to live up to standards for social equity and good governance</td>
<td>• Links to institutions / writing scientific papers</td>
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<td>• A good technical background and understanding of a broad range of conservation issues</td>
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<td>• Experience in monitoring and impact assessment in the field</td>
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<td>• Experience of working in a cross-cultural environment</td>
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<td>• Experience of working in partnership with government agencies, local civil society and international organisations, and of multi-partner collaborative projects</td>
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Experience of capacity-building, training and mentoring, face-to-face and remotely

| Behavioural Qualities | • Able to build and maintain positive personal and organisational relationships
• Self-motivated and output driven, committed to producing high quality work
• Open to learning and able to quickly pick up new skills
• Able to work under pressure and to deal with challenges in a pragmatic way
• Ability to show initiative, to work independently
• Proven ability to work effectively as part of a team
• Able to work flexibly and effectively with a wide range of geographically dispersed colleagues
• Committed to FFI’s mission and values
| Other | • Ability and willingness to travel to remote international locations

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 africajobs@fauna-flora.org

Please mark your application ‘Senior Technical Specialist, Social Equity & Rights (Africa)’.

The closing date for applications is Sunday, 31 July 2022. First interviews are likely to be held during the week commencing 8 August, 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.
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

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, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity