Technical Specialist, Halcyon Impact & Learning, 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, whilst improving the livelihoods of local people. Our guiding principles are to work through 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 Conservation Science & Design team works closely with, and provides support to, other FFI staff and our partner organisations, ensuring decisions and actions are based on a good understanding of the context and how change happens, and enabling 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, and threatened species conservation (with a specific focus on trees)
- robust approaches to allocating conservation funding - through management of a dedicated marine grant, Halcyon Land & Sea funds (which focuses on securing priority conservation areas), 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.

Halcyon Land & Sea

Halcyon Land & Sea is an internal fund dedicated to securing areas of high biodiversity, which are at risk of destruction, under conservation management in perpetuity. It was established in 1998 by FFI and Lisbet Rausing, and has evolved to focus on finding innovative and entrepreneurial ways to secure threatened land and put in place effective management, always working with local partners and communities; a sister fund focuses on marine sites. This internal fund has been responsible for catalysing some of FFI and its partners’ most iconic projects over more than twenty years. The Halcyon portfolio includes 55 projects from across 26 countries, and has actively secured 9.4 million hectares of critical habitat. A recent external review of the Halcyon portfolio showed that through this fund, FFI had achieved significant impact in conserving biodiversity, and indicated clear need and opportunity for FFI to further grow this programme of work. In particular, the review recommended that learning from the portfolio of work should be gathered and shared in order to strengthen global conservation practice.

Understanding our impact

FFI has developed an institutional approach to demonstrating impact through bespoke project-level monitoring. Results from this project-level monitoring can also be aggregated to demonstrate organisational impact. Key to the success of this approach is working with individual teams to ensure that projects are well planned with a clear and articulated pathway to change, and ensuring that monitoring tracks progression along the change pathway towards long-term impact. Not only does this
allow us to demonstrate success in our work, but it is a key mechanism for learning what is, and is not, achieving the expected conservation outcomes, and provides a route for the documentation and sharing of learning across our portfolio and more widely.

The Opportunity

We are offering a unique opportunity to work as part of a team that supports FFI’s Halcyon Land & Sea (Halcyon) portfolio, focusing on collating and interpreting the impact of our work and actively disseminating learning from across the portfolio to a wide but targeted audience. Your focus will be on identifying pertinent experiences and lessons useful to others in the sector (internal and external to FFI’s network), and sharing them (or supporting project or partner teams to share them) through a variety of outreach channels. To do this you will engage with Halcyon funded project teams and partners, drawing on their evidence and experience and relating this to wider literature and case studies from across the conservation community. You will also support Halcyon funded project teams and partners to develop or deliver effective mechanisms for collecting evidence and demonstrating progress towards conservation impact, underpinned by theory-based approaches. You will also play an important role as part of the Halcyon team in supporting internal grant making and reporting processes.

You will have strong interdisciplinary analytical skills, the ability to distil complex information into accessible formats, proven understanding of conservation project design, monitoring and evaluation, experience of the realities of conservation project delivery in less developed country contexts, and the ability to work constructively with a range of stakeholders, specifically with in-country teams and partners in a range of cultural contexts. You will also have very strong written and verbal communication skills and experience, including the ability to target information appropriately for different audiences through a variety of channels, from scientific to popular. You will have experience in supporting and facilitating others to deliver or co-deliver work, building capacity and skills where they are needed.

In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation, allowing you 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

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<tr>
<th>Start Date:</th>
<th>As soon as possible</th>
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<tr>
<td>Duration of Contract:</td>
<td>Permanent</td>
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<tr>
<td>Probation Period:</td>
<td>Six months</td>
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<tr>
<td>Salary:</td>
<td>Circa £32,000 per annum, dependant on skills and experience</td>
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Current policy offers partial remote working within the UK.
Some travel within the UK and internationally may be required.

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: Technical Specialist, Halcyon Impact & Learning, Conservation Science & Design

Reporting to: Senior Programme Manager, Conservation Science & Design

Key Internal Relationships: Director, Conservation Science & Design
Conservation Science & Design Team
Regional/Operational Directors
Project teams delivering Halcyon funded projects

Purpose:
The Technical Specialist, Halcyon Impact & Learning, will identify and collate relevant evidence and experiences from across the Halcyon portfolio and will use this to facilitate or lead the development and dissemination of internal and external documents or other communications, to share learning from the portfolio. The post holder will also ensure that robust project design, evidence collection and impact assessment processes continue to be adopted and effectively applied within individual Halcyon projects, to ensure that the fund’s objectives are being met and that processes align with wider organisational approaches. The post-holder will support regional teams and partner staff within Halcyon Land & Sea projects to improve monitoring, learning and evaluation plans, and to share their learning across relevant local, national and international audiences. In addition, the post holder will play an important role in supporting Halcyon Land & Sea grant making and reporting processes.

Evidence & Learning Dissemination
• Support Halcyon project teams to compile and interpret evidence (including data, experience and local knowledge) to collect lessons around how and why projects have been successful or not, and to identify good practices and experiential learning (including things that did not work) relating to terrestrial conservation. Where appropriate, the post holder will work with teams to build in the testing of key assumptions or new approaches from the start of projects, to enable learning.
• Assess and interpret evidence generated by project teams from the Halcyon portfolio to contribute to thematic learning relevant to wider debates within the conservation sector. This will require drawing upon insights from project team members, project reports, project
monitoring and evaluation evidence, and the wider literature and external conservation community.

- Coordinate and engage in regular cross-team meetings to bring together Halcyon grantees as a basis for both sharing learning between Halcyon projects and to inform the development of learning products and bespoke (virtual) peer-to-peer learning exchanges.
- Produce high-quality externally facing products (including case studies, briefing notes, popular science articles, blogs and where appropriate peer-reviewed publications) to share thematic learning relevant to and suitable for practitioner audiences.
- With the support of FFI’s Communications team, regional teams and other staff, identify appropriate communications channels (ranging from academic to popular) to reach targeted audiences for Halcyon learning, and pro-actively disseminate learning through appropriate means (e.g. publications, presentations, seminars & workshops, website posts, blogs, social media etc).
- Support staff from regional teams or project partners to share learning themselves from projects in appropriate formats, and to appropriate local, national and international audiences, including providing mentoring support for evaluation and learning dissemination.
- Communicate actively about the Halcyon portfolio and associated project and cross-project learning through internal mechanisms.

**Design, Monitoring & Evaluation**

- Lead and / or facilitate processes to ensure that all Halcyon projects have in place Theories of Change and aligned monitoring, evaluation and learning (MEL) plans and indicators, and relate these back to key Halcyon outcomes to allow portfolio level tracking.
- Alongside FFI’s MEL for impact team, provide technical support to project teams to develop and implement MEL plans, particularly identifying methods, collating and interpreting evidence and conducting self-evaluations of progress towards anticipated outcomes, thereby informing their adaptive management, learning, and donor reporting. This will primarily, but not exclusively, focus on Halcyon projects, with priorities determined in agreement with the Senior Programme Manager.
- Contribute to institutional annual reporting processes and ensure coherence between Halcyon reporting and institutional impact assessment processes, ensuring efficiency and lack of duplication wherever possible.
- Actively engage with FFI’s MEL team (including through active engagement in the Impact Working Group) to ensure a coherent and joined up approach to monitoring, evaluation and learning across the organisation and to support cross-learning between FFI projects.

**Grant Management Support**

- Support the Senior Programme Manager with grant management processes for Halcyon Land & Sea, including providing advice and reviews on proposals, liaising with project teams, and donor reporting.

**Development**

- Contribute to wider funding proposals generating portfolio-level funding for Halcyon Land & Sea.
- Provide technical support to ensure alignment of Halcyon monitoring and evaluation to that developed for other donors.
- Conduct or coordinate research into strategic or upcoming issues identified as a priority to improve internal knowledge, predominantly around terrestrial conservation and learning strategies, and develop briefings, research pieces or policy briefs.
General

- As requested by your line manager, provide other support (in line with the post holders’ skills and experience) to other team members or teams.
- With agreement of your line manager, perform other tasks that may be requested from time to time that are appropriate to your skills and experience, including broader representation of FFI and its programmes.
- Undertake regular technical reviews for both internal and external grant funds on a range of conservation issues.
- Where required, represent FFI and its Halcyon portfolio at appropriate external meetings.
- Supervise staff, temporary internships and work placements as required.
- Assist in dealing with external enquiries relating to the work of the Conservation Science & Design team.

Person Specification

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<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Skills</strong></td>
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<tr>
<td>• Ability to undertake self-led, desk based technical research, compiling, analysing, and evaluating interdisciplinary evidence from a range of sources and presenting findings clearly</td>
<td>• Survey design and statistical analysis skills (preferably of biodiversity and/or socio-economic data)</td>
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<td>• Excellent writing skills for a range of audiences, including journal articles, blog posts, reports, technical briefs and popular items</td>
<td>• Working proficiency in other languages - particularly French, Spanish, Portuguese or Bahasa Indonesia.</td>
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<td>• Strong verbal communication skills, including formal presentations and less structured workshops or discussion fora</td>
<td>• Skills in building partner capacity and/or facilitating workshops and discussion groups</td>
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<td>• Technical skills relating to development and implementation of monitoring and evaluation systems in terrestrial environments as they relate to biodiversity, threat reduction, sustainable livelihoods, stakeholder participation, and partnerships</td>
<td>• An ability to build and manage relationships with a wide range of individuals and partner organisations, virtually as well as in person</td>
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<td>• Skills in building partner capacity and/or facilitating workshops and discussion groups</td>
<td>• Strong prioritisation, attention to detail and time management skills, with proven ability to work to multiple deadlines and a clear focus on delivery of outputs</td>
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<tr>
<td>• An ability to build and manage relationships with a wide range of individuals and partner organisations, virtually as well as in person</td>
<td>• Fluency in written and spoken English</td>
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| Knowledge and experience | • An advanced degree, preferably in a relevant subject  
• Practical experience in delivering terrestrial conservation  
• Good knowledge and experience of biodiversity and socio-economic monitoring tools and approaches relevant for the terrestrial environment  
• Good knowledge of the international conservation sector and an understanding of key issues and areas of interest to which learning from the Halcyon portfolio could contribute  
• Experience of producing learning documents for a range of audiences (including blogs, briefing notes, and case studies)  
• Experience of facilitating workshops, ideally in project design and monitoring / planning processes  
• Good understanding of field project operations and constraints in the type of countries where FFI works (and the implications of this for project monitoring and assessment processes)  
• Experience in the preparation of project funding bids and proposals  
• Project management experience including project planning, tracking and reporting  
• Experience of working in or with international NGOs  
• Experience of working with remote teams  
• Knowledge and / or experience of theory-based approaches to project design and monitoring. |
|---|---|
| Behavioural qualities | • Committed to FFI’s vision, mission and values  
• Builds positive personal and institutional relationships  
• Self-starter, able to work well under own initiative  
• Team player, demonstrating ability to seek out and harness the views and contributions of others  
• Ability to deal with challenges in a positive way  
• A pragmatic and logical approach to solving problems, with ability to balance competing priorities  
• Cultural sensitivity |
| Other | • Willingness and ability to undertake international travel |
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 are applying for the position and relating your experience and skills to the role, a full CV, and contact details for two referees (who will not be approached without your permission), should be submitted electronically to ellen.buckland@fauna-flora.org

Please mark your application ‘Technical Specialist, Halcyon Impact & Learning’ and indicate in your covering letter where you saw this position advertised.

The closing date for applications is Sunday, 24 July 2022

Candidates selected for interview will be invited by email or phone as soon as possible. Interviews will most likely be held in the week commencing Monday, 1 August 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.