Technical Specialist, Social Equity & Rights Climate & Nature Linkages

“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.

Climate & Nature Linkages

The twin crises of climate change and biodiversity loss are inextricably linked, and there is no pathway to effectively responding to climate change that does not include nature. Nature-based solutions (NbS) are key to tackling climate change and biodiversity loss; from rainforests to mangroves, grasslands to peatlands – protection, sustainable management and restoration of these ecosystems is critical for the journey to net zero. NbS also provide vital pathways to build resilience and enable adaptation to an already changing climate.

Importantly, global understanding of the deeps links – and interdependencies – between the climate and biodiversity crises as increased exponentially in recent years, and so too has interest in, and demand for nature-based solutions to climate change. At this time of rapid growth in nature-based action to tackle these crises, it is vital that the fundamental and underpinning role of Indigenous Peoples and Local Communities (IPLCs) is understood, respected, and supported. There are well documented concerns about the risk of NbS approaches being scaled rapidly in ways undermine and further marginalize these groups. Yet high quality NbS approaches represent one of the best opportunities we have to strengthen and protect the rights of local communities who are on the front line of protecting and restoring natural ecosystems, and to create long-term monetary and non-monetary benefits that will sustain local conservation action.

The Climate & Nature Linkages programme works with FFI regional teams and partners to support the development of high-quality NbS initiatives, which truly deliver for climate, for wildlife, and for people. Across FFI’s global portfolio, our work spans from implementation of REDD+ in numerous geographies, including Liberia and Indonesia, to developing blue carbon opportunities in multiple seascapes, and facilitating the development of locally-led, ecosystem-based adaptation approaches. We invest deeply in partnerships, and prioritise supporting local teams and partners to develop their capacity and influence.

The Opportunity

FFI is seeking a qualified candidate for the position of Technical Specialist, Social Equity and Rights, in the Climate & Nature Linkages programme. You will you be a subject-matter expert on all aspects of social equity and rights in the context of NbS for climate initiatives. You will have strong technical skills relevant to the development of the socio-economic elements in REDD+ and other NbS projects. In particular, you will ideally have direct experience in the design and facilitation of land tenure clarification, Free Prior Informed Consent (FPIC), benefit-sharing and grievance redress mechanisms; and knowledge of innovative area-based conservation approaches as means to strengthen rights-based approaches, community
engagement, participation and agency.

Working closely with regional project teams and other technical specialists, you will play a vital role in the technical design and implementation of pioneering projects in high conservation value landscapes with focus countries initially including Liberia, Tanzania, Belize and Cambodia. You will be responsible for leading the field and desk-based work streams required for the preparation of social sections in Climate, Community and Biodiversity Standards (CCBS) and Plan Vivo (PV) Project Documents (PDs) and reporting; and contribute to the development of internal and partner capacities. You will also play a key role in FFI’s influencing work, particularly with the private sector and government, to promote locally-led solutions to the climate and nature crises, and the critical role of Indigenous Peoples and Local Communities (IPLCs).

You will demonstrate the ability to think holistically and to work collaboratively with field staff and other technical specialists from diverse disciplines and teams to effectively integrate social equity and rights work-streams within nature-based carbon activities. This is a unique opportunity to leverage your proven experience of community engagement and technical advisory, to help create transformative benefits for local people and wildlife, in developing and middle-income countries.

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

Start Date: As soon as possible

Duration of Contract: Permanent

Probation Period: 6 months

Salary: Circa £35,000 per annum, depending on skills and experience

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

**Job Description**

**Job Title:**
Technical Specialist, Social Equity & Rights

**Reporting to:**
Director, Climate & Nature Linkages
With matrix reporting for technical oversight and support to Director, SAGE

**Key Relationships:**
Members of the Climate and Nature Linkages (CNL), Social Equity, Agriculture & Enterprise (SAGE) and Corporate Sustainability (CS) teams
Relevant regional and country programme representatives, and partners

**Purpose:**
This role provides specialist socio-economic and rights-based input to FFI’s Climate & Nature Linkages programme at a strategic level, and detailed technical support to specific NbS for climate projects, with a particular focus on REDD+ and blue carbon initiatives. The role is responsible for:

- Leading the integration of social safeguards and delivery of socioeconomic advisory services to designated FFI projects across the global portfolio;
- Supporting regional teams and partners to develop socio-economic and rights-based capacities to implement high-quality nature-based carbon projects over the long-term, with a particular focus on enabling the role of, and benefits to IPLCs;
- Working closely with SAGE and regional teams to provide support and ensure technical approaches are aligned and integrated institutionally;
- Supporting FFI to expand its site-based NbS project portfolio and demonstrate leadership in its approach to social equity and rights issues.

**Specific Duties:**

**Programme development and implementation**
- Support FFI leadership in implementing the climate and nature aspects of the organisation’s Strategy, with particular focus on the role of NbS in delivering positive outcomes for people across FFI’s site-based project portfolio.
- Collaborate with CN and other FFI teams and/or partners to identify NbS project and partnership opportunities, and provide technical input required to develop and cost proposals to secure funding for the delivery of NbS approaches.
- Apply your technical expertise to support the implementation and scaling of NbS projects.
- Support FFI in building its organisational profile in the field of NbS, with a particular focus on demonstrating leadership in the approach to social equity and rights, and the role of IPLCs.
Technical support and innovation

- Ensure compliance with the socio-economic aspects of international best practice standards (e.g. CCBS, PV) in assigned projects and feasibility studies, e.g. for REDD+, and support projects to maximize opportunities to benefit local people who are protecting and restoring of nature
- Lead on the social components of feasibility studies related to blue and terrestrial nature-based carbon projects
- Lead development of the social components of REDD+, and other relevant NbS, Project Documents (PDs), and associated Monitoring Reports
- Provide technical and capacity-building support on the socio-economic aspects of NbS project components, including socio-economic context analysis and M&E, stakeholder analysis, Free, Prior and Informed Consent (FPIC), the clarification of land tenure and carbon rights, community participation in governance structures and processes, equitable benefit-sharing mechanisms, grievance mechanisms and, cultural and gender-responsive modalities
- With input from regional and Social Equity & Rights teams, lead the delivery of socio-economic data collection and analysis pertaining to assigned projects
- Work closely with the relevant regional staff and Social Equity & Rights team to support the design and development of gender-responsive sustainable livelihoods initiatives as part of NbS projects
- Work closely with the Technical Specialist, Climate Change, and members of the Science team, to ensure opportunities to build community resilience and adaptive capacity to climate change are integrated into NbS projects, drawing on the Principles of Locally-Led Adaptation and Ecosystem-based Adaptation
- Take a lead role in exploring innovative approaches to support benefit-sharing, which enhance transparency, effectiveness and equity, including the appropriate use of technical innovations, e.g. leveraging block chain
- Develop terms of reference for external consultants and partners, and manage relationships to deliver specific project and feasibility components

Learning & Communications:

- Keep abreast of cutting edge initiatives and emerging issues in areas of expertise, including socio-economic best practice in the context of CN related work
- Building on worked experience on projects, and engagement with relevant peer organizations and experts e.g. IIED, develop thinking and practice on Other Effective Conservation Measures (OECMs) as means to proactively increase the agency of IPLCs in NbS
- Facilitate the sharing of relevant information, knowledge and lessons learnt internally via appropriate channels e.g. working groups, Yammer
- Support development of internal e-learning modules and delivery of webinars
- Author blog posts and learning papers and practical guidelines on topics agreed with the line manager and in collaboration with other relevant staff as appropriate
- Represent FFI in external fora and at events, as required
- Assist in dealing with external enquiries relating to FFI’s work
- Work closely with the SAGE team to ensure learning is formally documented and disseminated amongst staff and relevant partners, and that technical support provided is in line with FFI’s livelihoods and governance approach

Other duties:

- With agreement of the line manager, perform other tasks that may be requested from time to time and that are appropriate to skills and experience, including broader representation of FFI and its programmes
- Supervise consultants as required

**Person Specification**

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<th>Skills</th>
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<th>Desirable</th>
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<td></td>
<td>Social science skills, particularly in the design and implementation of participatory, gendered, socio-economic analysis, monitoring and evaluation (M&amp;E)</td>
<td>Fluency / working proficiency in languages of FFI operating counties, e.g. French, Khmer, Bahasa Indonesia</td>
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<td>Ability to analyse and interpret complex technical guidelines and standards</td>
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<td>Ability to assess skills, mentor and help build technical capacities of regional staff and partners on social equity and rights issues and approaches</td>
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<td>Excellent written skills, with meticulous attention to detail</td>
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<td>Fluency in English (written and spoken)</td>
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<td>Ability to manage a complex workload, requiring efficient project planning and management</td>
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<td>Ability to communicate and collaborate effectively across cultures, sectors and disciplines</td>
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<th>Knowledge and experience</th>
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<td>Relevant post-graduate degree, or equivalent, in social sciences as they relate to natural resource management</td>
<td>Experience of developing contextually appropriate mechanisms to facilitate effective and equitable benefit-sharing at community level (e.g. VSLA schemes), and/or innovative use of technology to enhance efficiency and transparency of benefit-sharing</td>
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<td>Practical experience of working with rural communities in West Africa and/or Southeast Asia</td>
<td>Knowledge of the Principles of Locally Led Adaptation, Ecosystem-based Adaptation Framework and/or IUCN NbS Standard</td>
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<td>Practical experience of working on community aspects of REDD+ and/or other NbS projects - such as the management of FPIC and tenure clarification processes, and the development of benefit-sharing and grievance redress mechanism.</td>
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<td>Proven success working on social equity and rights issues with, and/or within, the NGO and private sectors</td>
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- Proven experience of working with the Climate Community & Biodiversity (CCB), Plan Vivo or similar international standards
- Proven knowledge of current theory, and practical application of, OECMs

**Behavioural qualities**
- Highly motivated self-starter
- Cultural sensitivity
- Ability to deal with challenges in a positive way
- Ability to work under pressure and to deadlines
- Excellent team player, highly collaborative and able to work flexibly and effectively in a geographically dispersed team
- Lateral and holistic thinker, flexible and adaptable in evolving work situations

**Other**
- Ability to undertake regular international travel, including travel in rural areas in developing countries
- Committed to FFI’s mission, vision and values

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**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 should consist of the following:

- Covering letter confirming your interest and explaining how your experience and skills refer to the role
- Full CV
- Contact details for two referees (who will not be contacted without your permission)

Applications should be sent to charlie.fisher@fauna-flora.org

Please mark your application ‘Technical Specialist, Social Equity & Rights’ and indicate where you saw this position advertised.

The closing date for applications is 4 September 2022. Interviews are likely to be held during the week commencing 12 September. 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