Agriculture & Biodiversity Intern

“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.

Social Equity, Agriculture & Enterprise

The Social Equity, Agriculture & Enterprise (SAGE) Programme is one of FFI’s five thematically-defined cross-cutting programmes that work closely with the four geographically-defined regional programmes to influence key stakeholders to deliver conservation impact. Cross-cutting Programmes are informed by latest science-based research, innovation and practice in their technical areas and maintain influencing networks to ensure FFI operates at the cutting edge of nature conservation efforts globally. The Agriculture portfolio of the SAGE Programme supports site-based projects with the design and delivery of sustainable agriculture interventions that generate direct biodiversity and social impacts.

The Opportunity

FFI implements sustainable agricultural interventions across the world, supporting local communities to meet their needs without compromising efforts to conserve local biodiversity. These interventions are often designed with the assumption that more sustainable methods will benefit biodiversity. However, that assumption has so far been challenging to prove, due to the complexity of linking specific interventions to changes in biodiversity. FFI would like to understand how experience from academia can be adapted and applied in an NGO setting, to strengthen our approach to tracking biodiversity impacts from different sustainable agriculture interventions.

This internship will help FFI to improve its approach to monitoring agricultural interventions, with a specific focus on supporting agroecological farmers in Ometepe, Nicaragua – developing farmer-led monitoring that can be linked to biodiversity benefits both on-farm and in the wider landscape. The role further offers learning opportunities for the intern that include developing skills in sustainable agriculture and biodiversity monitoring, and gaining experience of working directly for a large international conservation organisation.

Please note that this internship has been designed to create an opportunity for people who are new to the conservation sector. Therefore, applicants should have less than two years paid or unpaid experience in the conservation sector (not including education).
Terms and Conditions

Start Date: September 2022 or as soon as possible thereafter

Duration of Contract: 3 months

Probation Period: 4 weeks

Salary: £18,525 per annum

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

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: Agriculture & Biodiversity Intern

Reporting to: Programme Officer, Agriculture

Key Relationships: Programme Manager, Agriculture
Senior Programme Manager, Central America
Nicaragua team staff (Country Director, Biological Monitoring Specialist, Community Livelihoods Specialist)
Monitoring, Evaluation & Learning staff members
In-country agriculture specialists

Purpose:
This internship seeks to learn from the academic approaches to linking biodiversity assessments to specific agricultural interventions, to propose recommendations for such approaches that can feasibly be conducted as part of conservation projects, on limited timeframes and budgets, and without relying on access to species experts. The intern will examine FFI’s global portfolio of agricultural work, but will have a key focus on strengthening our monitoring approach for FFI’s Nicaragua team to adopt with farmers in Ometepe.

This project will produce guidance for FFI staff and partners (in English and Spanish) to support the direct application of approaches in field projects, so as to assess the biodiversity impact that sustainable agriculture interventions are having both on-farm and in the wider landscape. The
outputs of this internship will support staff across FFI to strengthen reporting on agricultural intervention impact and adapt interventions to ensure biodiversity benefits.

Specific Duties:
Identify current progress in linking agriculture interventions to biodiversity benefits in the NGO and academic sectors:

- Conduct consultations with FFI regional and cross-cutting staff, and other relevant organisations to determine progress to date, key challenges and opportunities, in linking agriculture interventions to biodiversity benefits within the agricultural landscape and the wider ecosystem.
- Review of existing FFI project and Monitoring Evaluation and Learning documents, and undertake research to better understand current Monitoring Evaluation and Learning approaches in FFI
- Conduct research on academic approaches taken to link agricultural interventions and biodiversity

Prepare tailored guidance materials to support FFI staff in developing and applying Monitoring Evaluation and Learning approaches in their projects, that better link agriculture interventions to biodiversity benefits:

- Determine preferences for guidance materials through consultations with FFI staff
- Synthesise findings from research and consultations to develop an approach for linking agriculture interventions to biodiversity benefits
- Work with staff in Nicaragua, to improve the specific approach for farmer-led monitoring of biodiversity on agroecological farms, and for monitoring wider impacts of sustainable agriculture interventions on forest biodiversity, on Ometepe
- Develop guidance materials (documents/trainings/presentations) for FFI staff and partners in English and Spanish

Person Specification

<table>
<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Skills</strong></td>
<td>• Problem solving skills • Competency in Microsoft Office software • Communication and collaboration skills • Intermediate skills in written and spoken Spanish</td>
</tr>
<tr>
<td><strong>Knowledge and experience</strong></td>
<td>• Some knowledge of sustainable/biodiversity-friendly agricultural practices • Some knowledge of biodiversity monitoring methodologies</td>
</tr>
<tr>
<td><strong>Behavioural qualities</strong></td>
<td>• Interest in the conservation-agriculture nexus • Open to learning and able to pick up new skills</td>
</tr>
</tbody>
</table>
Team player who is also able to work independently and use their own initiative  
Very organised with the capacity to achieve tight deadlines

**Other**
- Less than two years paid or unpaid experience in the conservation sector (not including education)
- Interest and empathy with the mission and values of FFI
- Pre-existing right to work in the UK
- Available for the full three-month internship

### 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 suzie.durand@fauna-flora.org

Please mark your application ‘Agriculture & Biodiversity Intern’ and indicate where you saw this position advertised.

The closing date for applications is **Sunday 4 September 2022**. Interviews are likely to be held during the week commencing **19 September 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