



Juan Pablo Moreiras/FFI

Technical Specialist, Governance, Equity & Rights, South Sudan

“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

Working closely with local partners, FFI's Africa Programme currently supports operations in 13 countries in West, Central, East and Southern Africa, and is implementing a range of projects focused on both terrestrial and marine species and habitat conservation, biodiversity planning, protected area management, institutional development and capacity building, sustainable use and community-focused wildlife management initiatives.

To achieve its mission in Africa, FFI uses different approaches to work 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 of local people
- Incorporate sound science in decision-making

South Sudan Programme

FFI has worked in partnership with the Ministry of Wildlife Conservation and Tourism and communities in Western Equatoria since 2010. Laying the foundation for improved management of three protected areas – Southern National Park and Bire Kpatuos and Bangangai Game Reserves – as anchors for broader environmental management, development, and stabilisation goals. FFI has utilised decades of experience in conflict-afflicted countries to manage through South Sudan's often fraught political and security situation, enabling us to maintain an almost continuous presence on the ground with strong support from government and communities. FFI's long-term vision is to ensure that there is a network of functioning protected areas that safeguard crucial habitat and biodiversity for the benefit of the people of South Sudan and the region.

The Opportunity

In direct response to FFI's growing portfolio of work in South Sudan and to ensure that our conservation goals are achieved in ways that respect human rights and contribute to human wellbeing and social equity, we are now looking to add a new member to our team. This role will provide technical input into the review and design of social equity in governance arrangements at project and programme level and ensure that FFI approaches enable equitable and meaningful participation of local people. Furthermore, this role will be critical in ensuring that FFI's South Sudan programme adequately identifies, avoids, manages and/or mitigates negative social impacts affecting communities or other relevant local stakeholders as a result of its conservation work.

The successful candidate will have sound technical knowledge and proven experience of applying social science expertise in the conservation context, as well as being open to learning and able to quickly pick up new skills. In addition, they will be highly collaborative with proven experience in capacity building, project design, management and monitoring. They will have excellent facilitation, training and mentoring skills, including consensus-building skills, and be able to apply these to diverse groups of people. They 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 less developed countries. They will need to be able to operate in, and ideally have experience of, a conflict / post-conflict situation.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Two-year, fixed-term contract
Probation Period:	Six months
Salary:	USD 34,000 – 36,000 per annum
Location:	FFI's office in Yambio, with domestic travel to Juba as required. International travel to FFI's office in East Africa and/or FFI's head office in Cambridge, UK may be required
Benefits:	<p>For international appointments, FFI expatriate benefits will apply:</p> <ul style="list-style-type: none">• 25 working days annual leave entitlement• Medical insurance• Annual return flight home• Relocation flight on commencement of employment (if applicable)• Repatriation flight on termination of employment (if applicable)• Provision of accommodation• Rest and Recuperation (R&R) support package• This is an unaccompanied position <p>For national applicants, the following benefits will apply:</p> <ul style="list-style-type: none">• 25 working days annual leave entitlement• Medical insurance• Provision of accommodation (if required)
Hours of Work:	This is a full-time position, working 40 hours per week Monday to Friday inclusive. These hours may vary depending on the requirements of the job when travelling in the field.

Job Description

Job Title: Technical Specialist, Governance, Equity & Rights, South Sudan

Reporting to: Country Manager, South Sudan (role under recruitment)

Line Manages: Programme Officer, Community Engagement, South Sudan

Key Internal

Relationships: South Sudan Programme Team (South Sudan)
Senior Programme Manager (Eastern Africa) (UK)
Senior Technical Specialist, Social Equity & Rights, Africa (STS-SER-A) (UK)
FFI Africa team Social Equity & Rights community of practice
Head of Social Equity & Rights (UK)
Senior Technical Specialist, Gender (UK)
Technical Specialist, Social Safeguards, Africa (TS-SS-A) (UK)
Technical Specialist, Social Safeguards (TS-SS)

Key external

Relationships: As required, the Technical Specialist, Governance, Equity and Rights, South Sudan will represent FFI with national and local government agencies, communities and community-based organisations, international and national partner NGOs and for-profit entities, academic institutions and funders, representing the values and interests of FFI at all times.

Purpose

The primary focus of the role is to provide technical input into the review and design of social equity in governance and management arrangements at project and programme level, including on approaches such as the equitable distribution of benefits deriving from conservation interventions. Backstopped by Social Equity and Rights team members in the UK, the role will also 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 South Sudan.

This will be achieved by working directly with FFI teams and partner organisations to develop effective locally-driven approaches, thereby ensuring our conservation goals are achieved in ways that respect human rights and contribute to human well-being and social equity. They will work closely with other FFI expertise to adapt and apply appropriate guidelines, training and reporting systems in line with international human rights standards and ensure that all governance, social equity and rights work in South Sudan forms a coherent part of FFI's global approach.

Specific Duties:

Technical

- Provide technical input into the review and design of social equity in governance arrangements at project and programme level, ensuring good governance approaches that enable equitable and effective management and comply with national law, FFI policies and international best practice
- In close collaboration with the STS-SER-A, ensure standardisation of practice, shared learning, strategic and coordinated allocation of technical resources and a good understanding of social aspects of conservation is maintained in FFI South Sudan
- Provide technical input into mixed methodology assessments on topics including but not limited to

socio-economic status, social impact and governance quality at FFI South Sudan project sites which allow on-going monitoring of programme effectiveness, impact and adaptive management.

- Identify the actual and potential social impacts of FFI's work in South Sudan on local communities and other stakeholders and, in close collaboration with in-country technical staff and the TS-SS-A, contribute to the development and implementation of locally appropriate interventions to assess, manage, monitor and act on such impacts
- Provide training and support to in-country staff to ensure robust data management systems and monitoring for all governance and social impact work
- Build the capacity of in-country team members in understanding, identifying and addressing social impacts of conservation activities
- Act as the focal point within the South Sudan team for social safeguard management systems, supporting the provision of technical advice and training as required
- Lead in-country on the integration of social safeguarding into FFI's support to law enforcement efforts in South Sudan, working in close collaboration with the TS-SS-A and TS-SS.
- Lead development of a contextually appropriate grievance redress mechanism for FFI South Sudan, and act as the focal point for this mechanism
- As appropriate, provide technical input into and advocate for the integration and management of social aspects of conservation into local / national policy

Partnerships

- Develop and manage productive and collaborative relationships with partners to ensure the effective and equitable delivery of desired social impacts in FFI's work in South Sudan are achieved
- Build the capacity of in-country partners in understanding, identifying and addressing social impacts of conservation activities
- Provide guidance and mentorship to project partners that strengthens collaborations with relevant national and international organisations engaged in community conservation

Development

- Support development of the FFI South Sudan programme, in line with approved strategic plans, including raising additional support (non-financial and financial) to complement project activities, with particular attention to how the social impacts of conservation interventions are incorporated into project design
- Advise FFI South Sudan and senior FFI Africa staff on conservation issues and strategic priorities for social approaches for FFI in South Sudan

Operations, HR and Financial Management

- Contribute to the production of annual work-plans and budgets for the social aspects of FFI's conservation activities in South Sudan, in line with annual project budgets and anticipated outcomes
- Manage cash flow and accountability of funds for relevant activities, including required finance planning, record keeping and reporting, ensuring that internal and donor auditing and reporting requirements are met
- Contribute to the provision of accurate and timely financial and technical fund and project reports as per FFI and donor requirements
- Ensure full compliance with FFI protocols, policies and procedures, ensuring work is done to high quality and within fund budgets
- Provide strong and motivational management to line reports to support efficient, effective delivery of FFI's conservation programme in South Sudan through objective setting, continuous performance management, annual appraisal, training provision and personal development planning

Communications and Representation

- Ensure regular and meaningful communication and coordination with FFI programme staff in the UK, and with the FFI South Sudan team as appropriate
- Participate in FFI’s safeguards community of practice and learning fora
- Develop communications materials in appropriate formats as requested and actively share project results and learning through internal and external fora
- Represent, and develop the profile of, FFI and the FFI South Sudan programme with national and local stakeholders, always representing the values and interests of FFI

Other

- Support a culture of excellent communication, sharing of knowledge, lessons learnt and best practices and collaboration between project staff, wider FFI team members, implementing partners and other stakeholders as appropriate
- With agreement of the Country Manager, perform any other tasks that may be requested from time to time, which are appropriate to individual’s skills and experience, and relevant to the scope of this role

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Relevant technical skills in social science • Demonstrable project management skills with proven experience in project design, development, implementation, monitoring and evaluation • Excellent people management skills, with ability to motivate and performance manage individuals to achieve excellence • Ability to think critically and analyse complex and nuanced problems • Facilitation, training and coaching skills • Fluent written and spoken English • Excellent interpersonal, networking skills • Proven organisational skills, with structured and methodical approach to work and a clear focus on results • Microsoft Office skills and IT literate 	<ul style="list-style-type: none"> • Proven operational management skills in remote, developing countries. • Relevant technical skills in applying social safeguards
Qualifications and Experience	<ul style="list-style-type: none"> • Bachelor’s degree or equivalent qualification in a relevant discipline or equivalent experience in a similar role • Proven experience of working with communities, applying standardised governance / social science approaches • Experience of working in a multi-cultural environment • Substantial professional experience in international conservation, international development or a related field 	<ul style="list-style-type: none"> • Working in Eastern Africa, preferably in South Sudan • Master’s degree or equivalent qualification in a relevant discipline or equivalent experience in a similar role • Experience of working in countries where FFI operates (globally)

	<ul style="list-style-type: none"> • Experience of working in partnership with government agencies, local civil society • Experience of building capacity, training and/or mentoring for more effective conservation action • Working in areas of current unrest, or in post-conflict situations, and/or in dealing with situations arising as a result of wider unrest/conflict • Long-term experience living and working in remote locations with limited resources and amenities, and content to live in such conditions again for extended periods 	
Behavioural qualities	<ul style="list-style-type: none"> • Commitment to FFI's values and mission • Self-motivated, independent and resourceful • Open to learning and able to quickly pick up new skills • Commitment to organisational and legal compliance, and responsible management of donor funds • Team player, with ability to seek out views of others and build positive working relationships • Confident in managing work in remote settings • Ability to work under pressure and to deal with challenges in a positive and constructive way • Commitment to working in a collaborative manner, sharing information and learning 	
	<ul style="list-style-type: none"> • Willingness and ability to travel regularly and at short notice within South Sudan • Willingness and ability to travel internationally when required 	<ul style="list-style-type: none"> • Full driving license and willingness to drive in South Sudan

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

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 **Technical Specialist, Governance, Equity & Rights, South Sudan**

The closing date for applications is **Sunday, 16 October 2022**. Interviews are likely to be held during the week commencing **31 October 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 jade.bedwell@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity