



## Nicaragua Turtles Monitoring & Evaluation 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.

## FFI's 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, one of which is promoting effective monitoring and evaluation within FFI – focusing on cross-organisational impact reporting. 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.

Although this internship will be based within the Conservation Science & Design Team, the intern will be working closely with the following teams throughout:

- The Nicaragua Marine Team, within the Americas & Caribbean Programme, who have been working alongside partners to conserve sea turtles on Nicaragua's Pacific Coast since 2002.
- The Analytics Team, within the Technology Programme, who work with partners, seeking to harness conservation data to understand the local situation, ecologically and socially, and to help inform landscape-level approaches.

## The Opportunity

FFI has been collecting sea turtle data on the Pacific coast of Nicaragua for nearly 20 years. However, over that time, the systems used to collect this data have changed, making comparing data between years, and identifying conservation impact achieved, challenging. This inconsistency in data management is a challenge faced across FFI, and the Conservation Science & Design Team, among other cross-cutting teams, is supporting project teams to improve this.

FFI is offering a paid internship for a four-month period.

This internship will therefore assist both the work of the Conservation Science & Design Team, and the Nicaragua Marine Team. A key component of this internship will be to ensure that historic turtle datasets, including nesting datasets that date back nearly 20 years, are compatible with the current data. Doing so will enable the Nicaragua team to reflect on turtle data trends from over the last 20

years, which can be used to inform FFI conservation interventions and feed into regional databases. This internship will require close engagement with the Nicaragua Marine Team to ensure that anything developed fits their needs and is suitable for their context, capacity and needs into the future. It will also enable the Conservation Science & Design Team to test the use of a data collection and management system in a key project context, learning which could be applied to other FFI projects.

We are looking for an enthusiastic individual with advanced skills in computer applications, as well as fluency in written and spoken English and Spanish. You will be a team player with good organisational and time management skills.

Please note that this internship has been designed to create a professional development 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

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	Four months
<b>Probation Period:</b>	Four weeks
<b>Salary:</b>	£18,525 per annum
<b>Location:</b>	Fauna & Flora International, Cambridge, UK Current policy offers partial remote working within the UK
<b>Benefits:</b>	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
<b>Hours of Work:</b>	This is a full-time position working 37.5 hours per week, Monday-Friday inclusive

# Job Description

**Job Title:** Nicaragua Turtles Monitoring & Evaluation Intern

**Reporting to:** Marine Technical Specialist (Impact & Learning)

**Key Relationships:** Senior Programme Manager, Central America  
Specialist, Biological Monitoring, Nicaragua  
Biological Monitoring Specialist, Americas & Caribbean  
Analytics Officer  
Technical Specialist, Monitoring, Evaluation & Learning  
Information Management Manager  
Technical Specialist, Partnerships & Organisational Development

## Purpose:

Through this internship you will work closely with the MEL and Analytics teams to support the Nicaragua marine team to make their historic turtle data, including nesting data, compatible with current datasets. This will enable analysis of data trends, to present this data in a visual manner and to support the development of a comprehensive data collection and management system that can be utilised to collect and track all Nicaragua turtle data into the future.

## Specific Duties:

Make historic turtle nesting data compatible with current datasets:

- Cleaning and reformatting datasets spanning back nearly 20 years from a range of nesting beaches on the Pacific Nicaraguan coast
- Ensuring compatibility with the data that is currently being collected using Survey123
- Compiling datasets

Analyse historic nesting turtle datasets to identify population trends:

- Analyse the compiled data to identify trends so as to inform conservation interventions and feed into regional databases
- Document the analysis process so that it can be replicated and continued with additional data in the future

Present this data in a visual manner:

- Use a tool, such as Story Maps or ArcGIS Dashboards, to visually present this data in a professional manner, which can be shared internally and externally (e.g., to donors) and updated as new information is collected

Provide data management recommendations:

- Talk to the Nicaragua team, and FFI's information management lead, to gather information on existing systems, requirements and capacities
- Explore the most appropriate means to storing project data and provide recommendations

Support the design of a data collection and management system:

- Document current data collection and management systems

- Work closely with the Nicaragua Marine, Monitoring, Evaluation and Learning, Information Management and Analytics teams to identify key project needs
- Outline a possible workplan for establishing a system that can be used by all Nicaragua team members to collect, and potentially analyse, all turtle monitoring information

## Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Advanced skills in computer applications, including MS Excel</li> <li>• Good organisational and time management skills, with a structured and methodical approach to work</li> <li>• Fluency in written and spoken English and Spanish</li> </ul>	<ul style="list-style-type: none"> <li>• Skills in developing databases and data management</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Experience in handling large, complex datasets</li> <li>• Experience analysing conservation monitoring data</li> <li>• Experience using GIS software, including Survey123</li> </ul>	<ul style="list-style-type: none"> <li>• Experience creating StoryMaps</li> </ul>
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Enthusiastic</li> <li>• Open to learning and able to pick up new skills</li> <li>• Team player who is also able to work independently and use their own initiative</li> <li>• Very organised with the capacity to achieve tight deadlines</li> </ul>	<ul style="list-style-type: none"> <li>• Friendly and personable</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Less than two years paid or unpaid experience in the conservation sector (not including education)</li> <li>• Interest and empathy with the mission and values of FFI</li> <li>• Pre-existing right to work in the UK</li> <li>• Available for the full four-month internship</li> </ul>	

## 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 [gabriella.church@fauna-flora.org](mailto:gabriella.church@fauna-flora.org)

Please mark your application '**Nicaragua Turtles Monitoring & Evaluation Intern**' and indicate where you saw the position advertised.

The closing date for applications is **Sunday, 27 November 2022**. Interviews are likely to be held week commencing **5 December 2022**. Candidates selected for interview will be contacted by email or telephone – please specify your preferred method of contact in your covering letter.

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](mailto:jade.bedwell@fauna-flora.org).

FFI values diversity and is committed to equality of opportunity