



M. Shirley, Project Mecistops, IUCN SSC Pangolin Specialist Group

Technical Specialist, Biodiversity and Conservation Monitoring, Africa

“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, supporting the rights of local people and enabling the benefits of nature conservation to improve their well-being and livelihoods. Our guiding principles are to work with local partners, 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

FFI currently enables conservation in 14 countries in West, Central, East and Southern Africa, working with local partners to implement a range of projects focused on species and habitat conservation, biodiversity planning, protected area management, institutional development and capacity building, sustainable use and community-led, rights-based conservation initiatives.

To achieve its mission in Africa, FFI seeks to:

- Work alongside African conservation and community development organisations
- Address the drivers of nature loss, including climate-nature linkages, corporate supply chains and weak policy frameworks
- Strengthen local and national institutions to bring sustainability and added value to projects
- Maintain long term presence and relationships
- Reconcile conservation goals with the needs and rights of local people
- Incorporate sound science in decision-making
- Ensure positive impacts of activities on wellbeing and biodiversity are realised

The Opportunity

FFI is seeking an experienced technical conservationist to fulfil a key role within FFI's Africa Programme, providing expertise and quality control to all aspects of biodiversity and conservation monitoring within Africa regional projects.

You will have an advanced degree in a relevant discipline or equivalent relevant experience in a similar role. You will have advanced technical skills related to the design, implementation, analysis and reporting of monitoring species biology and ecology and proven demonstrable experience in delivering biomonitoring activities within conservation projects, preferably in Africa. Your desire to mentor and develop the capacity of in-country staff and partners to deliver activities underpins the overall approach to this role. Your outstanding interpersonal skills will enable you to build strong working relationships, bringing diverse groups of stakeholders together to accomplish common goals. Your exceptional writing skills will deliver high quality reports and proposals.

You will have an excellent understanding of key issues affecting landscape level biodiversity conservation in different African regions. You will be an effective team player and enjoy working in

a dynamic environment where the ability to respond swiftly to changing organisational and team needs is paramount. Fluency in English is essential; French and/or Portuguese language skills are desirable.

In return, the role offers the opportunity to apply your skills and expertise, working within a ground-breaking and entrepreneurial 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 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

Start Date:	As soon as possible and by 1 March 2023
Duration of Contract:	Permanent
Probation Period:	Six months
Salary Range:	Circa £36,000
Location:	Fauna & Flora International, Cambridge 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 to Friday inclusive.

Job Description

Job Title: Technical Specialist, Biodiversity & Conservation Monitoring, Africa

Reporting to: Regional Director, Africa

Line manages: Technical Specialist, Biodiversity & Conservation Monitoring, West Africa
Technical Specialist, Biodiversity & Conservation Monitoring, Eastern Africa

Key Relationships: Africa Programme Team (UK and regionally)
Programme Manager, Partnerships & MEL, Africa
MEL Team
Technical Specialist, Wildlife Trade, Africa
Conservation Technology and Analytics Team
Biodiversity Technical Specialists across FFI
Communications and Digital Marketing Teams

Purpose:

Provide technical expertise and quality control to all aspects of biodiversity and conservation monitoring within Africa regional projects, ensuring that design, training and implementation, data analysis, data storage and project learning are in place, follow global best practice and are aligned with the FFI Strategy; furthermore ensure biodiversity and conservation monitoring practices are standardised or comparable where possible across the programme, following global best practice and standards.

Responsibilities:

Monitoring and Impact

- Working with Africa's Regional Director and Programme Manager, Partnerships & MEL, and FFI's global MEL team, lead the biodiversity and conservation monitoring aspects of FFI project impact frameworks from design and implementation through to analysis and use of data, enabling projects to adapt and demonstrate conservation impact in a user-friendly format that uses scientifically robust monitoring data
- Lead Africa team coordination on monitoring activities with the wider organisation ensuring approaches both learn from and contribute to FFI's work globally
- Advise on appropriate biodiversity and conservation monitoring requirements where either FFI or external activities may affect biodiversity and ecosystem services at FFI project sites, both positively and negatively, to enable the assessment of the impact and effectiveness of those activities
- As directed, oversee the design, use, analysis and reporting of appropriate methodologies for biodiversity and conservation monitoring activities, ensuring each aspect:
 - Is informed by best practice and follows the highest ethical standards
 - Is scientifically robust and adheres to data collection protocols and guidelines including data back-up and storage
 - Complies with FFI and donor reporting requirements
- Ensure that project design and impact monitoring methods are harmonised or comparable across the Africa programme and that learning is disseminated within the organisation

- Monitor data collection progress and backstop the analysis of biodiversity and conservation monitoring data, ensuring robust results that respond to project aims, objectives, and indicators that are within budget and stipulated timelines
- Ensure that FFI staff and partners working in the Africa region are supported in the implementation of biomonitoring activities, identifying knowledge and capacity gaps, and provide training and capacity building as required
- Proactively identify individuals within the FFI regional team or within partner organisations to mentor and develop the skillset necessary to support in-country projects, including design of biodiversity and conservation monitoring approaches, data analysis and interpretation and information dissemination
- Keep up to date with latest global best practices in monitoring methodologies of species, biodiversity, habitats and ecosystem services, threats, and ranger-based monitoring methods, approaches and tools, including developments in conservation technology
- Identify, track and advise the RD on emerging themes, priorities and opportunities related to conservation monitoring, and maintain appropriate awareness of other relevant or inter-related technical areas
- Act as the focal point for Africa biodiversity and conservation monitoring internally, and as directed and agreed, with external organisations
- Work with the Senior Programme Manager, Operations (Africa) to ensure all monitoring activities follow FFI's health & safety and duty of care policies, and that staff are adequately trained to carry out such activities to these standards
- Lead a regular community of practice across the Africa programme that enables shared learning and development, team building and also enables relationships and learning to flow between the Africa programme and wider FFI relevant teams

Development and Management

- Provide strong and motivational line management to staff through objective setting, continuous performance management, annual appraisal, training provision and personal development planning
- As directed, lead on the preparation of biomonitoring components within project concepts and proposals, ensuring alignment with approved project design, FFI strategy, agreed priorities and ensuring there are appropriate resources in place to allow the safe and ethical implementation of biodiversity and conservation monitoring activities and training, robust data capture, analysis, storage and dissemination of learnings
- Provide support to Africa team fund managers with biomonitoring procurement and operationalising of biomonitoring activities
- Undertake specific fund management and lead proposal development responsibilities (e.g. for projects with a regional biomonitoring, species or conservation monitoring focus) including:
 - Ensure all funding proposals and resulting contracts and grant agreements are appropriate to, and comply with, FFI operating standards, the Delegation of Authority (DoA), and implementation context within the region
 - Provide effective coordination and integration of input from the Africa team, technical and cross-cutting teams
 - In collaboration with Country and Landscape Managers (or equivalent roles), ensure smooth start up or integration into existing work of fund activities, including ensuring that agreed work plans and budgets are in place to meet aims, objectives and timelines

- Be accountable for technical delivery and reporting and financial expenditure and reporting ensuring compliance with FFI and Funder agreements
- In collaboration with relevant staff and in accordance with FFI's Delegation of Authority, contract project staff and consultants as required, in compliance with relevant labour laws and FFI staff development procedures
- Manage procurement processes, identifying and negotiating with contractors and suppliers for materials and services, in accordance with institutional and donor requirements
- Regularly back-up and storage of all data on relevant systems such as a monitoring system, including potential "cloud" based storage
- Proactively disseminate lessons learnt both internally and externally as agreed and appropriate

Communications & Representation

- Act as the Focal Point with FFI's communications teams and keep the RD informed and up to date on any Africa related species content, proactively ensuring regular contact points are in place that will enable planning and alignment between conservation approaches in Africa and all external communications
- Develop and present internal and external communications materials in appropriate formats (e.g. working papers, workshops and web-based) as requested
- Represent FFI on relevant external fora as agreed with the RD and maintain active involvement in internal and external discussions relevant to biodiversity and conservation monitoring practices
- Identify and advise the RD on opportunities to develop and increase FFI's profile on biodiversity monitoring, species conservation and conservation technology
- Lead and enable FFI and partner involvement in any National or Regional Species Action Plans and relevant working groups
- Where relevant, input into processes such as Environmental Impact Assessments and biodiversity elements for meeting relevant third-party standards (for example those required to meet REDD+ and biodiversity offset criteria), where Nature Based Solutions are being proposed by both FFI and external work

Other

- Participate and contribute to strategy development and annual planning and attend Africa team meetings
- Undertake international travel to project sites, relevant conferences and international meetings as required
- Work in full compliance with FFI protocols, ensuring work is done to high quality and within budget
- Undertake any other tasks that are commensurate with the position

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Advanced technical skills related to the design, implementation, analysis and reporting of monitoring species biology and ecology, including but not limited to: <ul style="list-style-type: none"> ○ Biomonitoring survey techniques (rapid assessments, recces, transects, plots, camera trapping, DNA, e-DNA, interviews) ○ Species monitoring (presence-absence, population parameters, occupancy, capture-mark-recapture) ○ Analysis, at minimum: ARCGIS/QGIS, R/SPSS/MATLAB, DISTANCE • Excellent planning and design skills, ensuring activities coordinate with and inform the wider conservation project agenda and align with operating conditions • Ability to coordinate and motivate FFI staff and partners to deliver biomonitoring activities and objectives to agreed timeframes and budgets • Proven ability to assess capacity, mentor and develop skills of project staff and partners • Proven ability to translate knowledge and disseminate to a range of audiences • Ability to support delivery of multiple streams of work, to multiple donors and involving a diverse group of stakeholders • Excellent interpersonal skills • Excellent written and oral communication skills, including proposal and technical report writing, presentations, publications and online content • Strong problem solving, negotiation and adaptive management skills • Fluency in written and spoken English 	<ul style="list-style-type: none"> • Working ability in French and/or Portuguese • Wilderness and First Aid certification
Knowledge and experience	<ul style="list-style-type: none"> • A postgraduate degree in a relevant discipline or equivalent work experience in a relevant field 	<ul style="list-style-type: none"> • PhD in relevant a discipline

	<ul style="list-style-type: none"> • Experience of delivering biomonitoring activities within conservation projects, preferably in Africa • Substantial practical and analytical experience related to biodiversity data collection methodology including but not limited to transects and camera trapping • Substantial experience in capacity building for in country staff, partners and government authorities • Experience in the development and implementation of biodiversity programmes and long-term biomonitoring protocols • Experience working within an interdisciplinary team and coordinating/aligning work with several teams within a country programme • Experience working effectively with government agencies, communities and community-based organisations, partner NGOs • Experience of managing and reporting on donor funds • An understanding of key issues affecting landscape level biodiversity conservation in different African regions 	<ul style="list-style-type: none"> • Experience supporting in country staff to develop and enhance field protocols and skills • Experience using eDNA as a survey technique Experience in standardising protocols across multiple projects • Demonstrable publication record • Experience of Environmental Impact Assessments or Critical Habitat Assessments
Behavioural qualities	<ul style="list-style-type: none"> • Excellent team player, able to seek out and harness the views and contributions of others • Output driven, committed to developing and producing high quality work • Culturally sensitive • Passionate about mentoring and capacity building • Self-motivated, independent and resourceful • Commitment to FFI's mission and vision • Dedication to remaining up to date and globally relevant on biomonitoring practice and connecting this to FFI • Commitment to organisational and legal compliance • Commitment to responsible management of donor funds • Rigorous and diligent approach to work 	
Other	<ul style="list-style-type: none"> • Willingness to travel to remote locations with limited resources and amenities 	<ul style="list-style-type: none"> • Valid driving licence

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, Biodiversity & Conservation Monitoring, Africa**'.

The closing date for applications is **Monday, 28 November 2022**.

First interviews are expected to be held on the 7 and 8 December with second interviews on the 15 and 16 December 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