



Technical Specialist Marine, Mozambique

“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, whilst 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 Marine Programme

Although FFI has been working in marine conservation for decades it launched its formal marine programme in 2011 focused on the following three strands:

- securing important areas to safeguard marine biodiversity
- informing and influencing policies and practice affecting the marine environment
- supporting key national local institutions to help them deliver effective marine conservation

Since 2011, we have worked across 17 countries with over 90 partners. We have contributed directly to the establishment or strengthening of over 50 marine protected areas and dozens of new no-take zones, witnessed a reduction in destructive fishing activities at 45% of all sites and seen evidence of recovery in key species groups and habitats. A recent external review of the Marine Programme showed that we are making strong progress and indicated clear need and opportunity for FFI to further grow this programme of work.

Mozambique Programme

FFI has been involved in wildlife conservation and management in Mozambique for many years, and took on management of the Niassa Game Reserve with SGDRN in the late 1990s. Alongside continued support to Niassa through various partnerships, and specifically through work in Chuilexi Conservancy, a vast 7,500Km² block in the East of the Reserve, FFI's portfolio within Mozambique also includes direct support to Chimanimani National Park and a nascent marine programme.

Focusing on finding long-term and locally led solutions to the conservation of biodiversity and nature, the goal of FFI's Mozambique programme is to be, and to be recognised as, a valued partner in the conservation of Mozambique's biodiversity, working with and supporting government and other local, national and international partners by:

- Supporting the locally-led conservation and management of Mozambique's biodiversity
- Supporting the national and international recognition of Mozambique's biodiversity
- Supporting Mozambique to achieve gains for biodiversity and people whilst engaging with business, infrastructure and development

The Opportunity

We are offering a unique opportunity for a Marine Technical Specialist to lead the delivery of a topical and exciting programme of work. You will have proven project and programme management abilities and strong technical skills. You will be able to develop robust and defensible strategies for intervention on priority marine conservation issues, focused on ultimate biodiversity impact, and be able to communicate to key audiences. We are looking for an experienced technical programme manager with a proven track record in project design and the ability to work constructively with a range of stakeholders. You will be comfortable building strong and effective relationships with corporates, policy makers, scientists and NGOs, including NGOs and teams within FFI's wider countries of operation.

You will work closely with other members of the FFI Marine and Africa teams to ensure the Mozambique Marine Programme is well aligned with, and where appropriate embedded within, regional operations and you will lead the development of a dynamic portfolio of marine conservation projects, in line with agreed programme priorities and in line with the wider organisational strategy.

You will be the lead spokesperson for our Mozambique marine work, able to provide technically defensible and organisationally aligned representation of the programme and approaches used. You will be able to communicate with confidence and credibility to a range of audiences, and have experience in building and maintaining positive organisational and external relationships. You will take responsibility for project delivery, and will be accountable for fundraising, and delivery and reporting for existing grants.

In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation.

Terms and Conditions

Start Date:	April 2023
Duration of Contract:	One-year, fixed-term contract, with potential to extend subject to business need and funding availability
Probation Period:	Three months
Salary:	2,733,696.00 MZM per annum
Location:	Maputo, Mozambique with travel within Mozambique to FFI project sites. Travel within the region and to the UK may be required.
Benefits:	Medical Insurance
Hours of Work:	This is a full-time position, working 40 hours per week Monday to Friday inclusive. Hours may vary when working in the field

Candidates must have pre-existing right to work in Mozambique.

Job Description

Job Title: Marine Technical Specialist, Mozambique

Reporting to: Country Manager, Mozambique

Key Relationships: Programme Manager (Marine), Africa (UK)
Senior Programme Manager, Operations (UK)
Africa Programme Team (UK and regionally)
Africa Marine Technical Specialist (UK)
Head of Marine (UK) and Cross-cutting Marine team (UK)
Fundraising Teams (UK)

Purpose: The incumbent holder will kick-start, develop and oversee a portfolio of seascape-level and species-focused interventions within the Coastal & Marine Conservation Programme as part of FFI's Mozambique Programme

Specific Duties:

Programme Management and Development

- Determine the future direction of the Mozambique marine programme, liaising with the Country Manager, to develop opportunities and partnerships to expand the programme to maximise marine conservation impact
- Work closely with other programme managers and Technical Specialists to strategically develop new cross-cutting projects (e.g. plastics, livelihoods and illegal wildlife trade)
- Identify new funding opportunities for marine projects within the Mozambique Programme
- Lead proposal development, in coordination with the Country Manager, Africa team and fundraising teams in the UK and in line with FFI's project cycle
- Work with FFI teams (in Mozambique and the UK) to ensure monitoring and evaluation is built into proposal design
- Work with FFI teams to ensure funding proposals and resulting contracts are set up in accordance with FFI policies and procedures, and comply with implementation conditions within Mozambique
- Manage the subsequent local implementation and delivery of FFI's project commitments
- Ensure workplans and budgets are kept up to date to meet project aims, objectives and timelines and ensuring that activities are implemented in line with workplans and within budget
- Lead on donor reporting, ensuring reports are delivered to a high standard, on time and in accordance with donor requirements
- Coordinate external technical input from consultants and experts.

Partnership Development

- Build relationship with Ministry of Sea, Inland Waters and Fisheries and other key institutions involved in coastal/marine natural resources management, at multiple administrative levels
- Manage and strengthen relations with FFI's in-country and international project partners, including establishment and implementation of project agreements and new partnerships.
- Promote collaboration, networking and experience sharing within FFI, and also externally with relevant government agencies/ministries, organizations, particularly through national and international fora

Finance and administration

- Manage and administer all marine/coastal future projects in Mozambique on a day-to-day basis, working with the Africa team (UK), implementing partners and key stakeholders. This involves:
 - Developing and agreeing work plans
 - Regular budget monitoring with partners/subgrantees to ensure timely and effective expenditures
 - Timely submissions (i.e. invoices and transfer requests) to ensure appropriate cash flow
 - Compliance with FFI's systems, policies and procedures and Delegation of Authorities
 - Compliance with Grant Agreement requirements (including co-financing, procurement and sub-grant requirements)

Technical support

- Ensure robust programme design, identifying threats, intervention points and knowledge gaps
- Provide technical advice, implementation, and monitoring for projects focused on addressing marine biodiversity and fisheries management issues
- Provide capacity building as required to partner organisations and community-based initiatives
- Identify, organise and support workshop/trainings to be conducted by external stakeholders (consultant or organisation/network) when skills required for these are not sufficient within the FFI's existing teams
- Setting up and using Monitoring, Evaluation and Learning tools suiting the projects that will be started
- Gather, understand and use applicable legislative and regulatory frameworks relevant to the marine conservation in Mozambique to secure and optimise conservation initiatives.
- Ensure that field operations are conducted to a high standard of health, safety, welfare, environmental good practice and cultural sensitivity, in line with FFI global policies and procedures and any national policies and procedures

Other

- With the agreement of the Country Manager, perform any other tasks that may be requested from time to time that are appropriate to skills and experience, including broader representation of FFI and its Programmes

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Excellent organisational and management skills • Strong technical skills relating to marine ecology and conservation • Excellent project management skills with proven experience in project design, development, implementation, risk management and evaluation • Excellent financial management, including budgeting, reforecasting and procurement skills • Strong written communication skills, including report and proposal writing • Fluency in English and Portuguese (spoken and written) • Competent computer skills, including MS Office, data management and statistical analysis 	<ul style="list-style-type: none"> • Marine biodiversity field identification skills • Excellent interpersonal skills
Knowledge and experience	<ul style="list-style-type: none"> • BSc degree in a related field (e.g. conservation, marine ecology) or equivalent level working experience • A minimum of 5 years' experience in project management and grant compliance • Proven experience in building and strengthening partnerships and partner organisations • Experience in fisheries and/or Marine Resource Management • Proven ability to write successful funding applications • Ability to communicate publicly (written and oral) and with a wide range of audiences • Proven project financial / budget management • Proven ability to develop, maintain and leverage partnerships for work at scale, including governments, national and local NGOs, community groups and businesses • Experience in complex stakeholder relationship management and the establishment of joint forums between different NGO's and stakeholders. 	<ul style="list-style-type: none"> • Experience working in Marine Conservation in Mozambique • Experience working with Mozambican institutions, local or national government on management/conservation of natural resources • Master's degree in marine ecology, conservation biology or a related discipline or equivalent work experience in a relevant field • Experience with capacity development including training, coaching and mentoring others • Experience of implementing and monitoring community livelihood activities • Proven ability of assessing capacity,

		mentoring and developing project staff and partners
Behavioural qualities	<ul style="list-style-type: none"> • Trustworthy • Excellent team player, able to seek out and harness the views and contributions of others • Self-motivated and output driven, committed to producing the highest quality of work • Flexible and adaptable in uncertain and changeable work situations, with capacity to deal with challenges in a patient, creative, positive and constructive manner • Able to build and maintain positive personal and organisational relationships • Able to work effectively and diplomatically in a geographically dispersed and international team • Flexible and responsive to the needs of the organization 	
Other	<ul style="list-style-type: none"> • Able to work in remote locations, with basic facilities • Available to travel domestically and/or internationally 	<ul style="list-style-type: none"> • An understanding of key issues impacting conservation in Mozambique and/or the Southern Africa region

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 should consist of the following:

- Covering letter explaining why you are applying, relating your experience and skills to the role
- Full CV
- Contact details for two referees (who will not be approached without your permission)

Applications should be submitted electronically to africajobs@fauna-flora.org

Please mark your application '**Programme Manager, Marine, Mozambique**' and indicate in your covering letter where you saw this position advertised.

The closing date for applications is **24th February 2023**. Interviews will be held during the weeks commencing **06th March 2023**.

Candidates selected for interview will be invited by email or phone as soon as possible.

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 africajobs@fauna-flora.org

FFI values diversity and is committed to equality of opportunity