



## Senior Technical Specialist, Social Equity & Rights (Asia-Pacific)

“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,  
Fauna & Flora Vice-president

## Fauna & Flora

Fauna & Flora's vision is a sustainable future for the planet, where biodiversity is effectively conserved by the people who live closest to it, supported by the global community.

Our Mission is to conserve threatened species and ecosystems worldwide, working with partners to deliver local solutions that are scientifically robust and enhance human well-being. Founded in 1903, Fauna & Flora is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

## Asia Pacific Programme

Working closely with local partners, the Asia-Pacific Programme currently includes a broad range of species and landscape targeted conservation initiatives in Vietnam, Indonesia, Cambodia and Myanmar, and has country programme offices in Hanoi, Jakarta, Phnom Penh and Yangon. We currently support around 70 projects in the region, involving a team of staff (c.300), consultants, volunteers and partner organisations, and have an annual regional budget of approximately USD 8 million.

## Social Equity, Agriculture & Enterprise Programme

Fauna & Flora aims to deliver conservation that works with and in support of local actors (rightsholders and other stakeholders), including those people living closest to, and most affected by, biodiversity and its conservation. We promote conservation being co-designed and led by local communities and entities, and aim to create the necessary tenure, governance, structural and economic conditions for this to proceed. We are committed to respecting human rights and promoting socially just approaches to conservation, which includes ensuring that any opportunity costs to local people from conservation activities are taken into account in project design, mitigated or balanced by suitable mechanisms, in line with the mitigation hierarchy.

The Social Equity, Agriculture & Enterprise (SAGE) Programme works with our in-country teams, cross-cutting teams and partners to enable them to engage effectively with indigenous peoples, local communities and other actors (including market-based actors) and support them to effectively co-design appropriate solutions. The programme supports projects to enable biodiversity-friendly sustainable livelihoods, pro-conservation behaviours and meet local economic priorities through the provision of well-targeted sustainable agriculture, market systems development, nature-positive enterprise and sustainable finance mechanisms adapted to a well-informed understanding of local contexts and needs.

Actions to deliver sustainable impacts include: strengthening social equity, promoting livelihoods, improved nutrition, well-being and good governance, addressing gender considerations, supporting sustainable nature-positive agriculture systems and improving access to markets and finance, including practical partnerships with businesses and investors, while ensuring appropriate social safeguards are in place and honoured.

The programme currently consists of ten individuals and its Social Equity & Rights (SER) team brings together expertise in community-centred conservation, gender, good governance and social safeguards. These skills are applied within projects to ensure technically strong and holistic approaches to biodiversity conservation that respect human rights and contribute to wellbeing and social equity across Fauna & Flora's project sites and partner network.

# The Opportunity

Fauna & Flora strives to ensure that our conservation goals are achieved in ways that respect human rights and contribute to human well-being and social equity. An opportunity has arisen to join the Asia-Pacific regional team to ensure that good practice in social equity, rights-based approaches, good governance and social safeguards is effectively integrated and implemented into projects. This role will support programmes in Myanmar, Cambodia, Vietnam and Indonesia and be directly linked to the Social Equity and Rights team within the SAGE programme.

You will have advanced technical skills and experience in the development, management, implementation and M&E of social equity, good governance and rights-based approaches in a conservation context. A team player also able to work on your own initiative, you will have strong interpersonal and communication skills, including the ability to liaise across teams and cultures. You will enjoy applying your critical thinking to complex issues and explaining these in plain and accessible language. In addition to fluency in written and spoken English, skills in relevant South East Asian languages are also desirable.

You will have excellent facilitation, training and coaching skills, ideally with experience in developing and applying blended learning materials and methods. The ability to plan, organise and prioritise workloads to meet deadlines will be a key attribute.

You will hold a relevant degree or equivalent qualification or experience in international conservation, natural resource management or similar field. You will have knowledge of international human rights standards and rights-based approaches as they apply to conservation, and ideally some knowledge and experience of Social Management Systems.

You will be passionate about supporting others to develop their knowledge and skills while being open to learning and able to quickly pick up new skills. You 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.

You will be joining Fauna & Flora at an exciting time as we seek to improve our ability to design, implement, monitor and evaluate initiatives that have positive impacts on biodiversity while at the same time respecting the rights of local communities and contributing to human well-being and social equity.

## Terms and Conditions

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	Three-year, fixed-term contract
<b>Probation Period:</b>	Six months
<b>Salary:</b>	Circa £45,000 (UK-based role) per annum USD 45,000 – USD 50,000 (Cambodia-based role) per annum Dependant on experience and country location
<b>Location:</b>	Cambridge, United Kingdom; or Phnom Penh, Cambodia

**Benefits:** 25 working days' annual holiday entitlement plus Public/Bank Holidays

Other benefits dependent on location

**Hours of Work:** This is a full-time position. Working hours will be in accordance with the host country (37.5hrs per week UK / 40hrs per week Cambodia). For UK-based positions, current policy offers partial remote working.

## Job Description

**Job title:** Senior Technical Specialist, Social Equity & Rights (Asia-Pacific)

**Reporting to:** Director of Operations, Asia Pacific  
with technical reporting to Director, Social Equity, Agriculture & Enterprise

**Key working relationships:** Senior/Technical Specialists – Social Equity & Rights  
SAGE team members  
Country Directors in Asia-Pacific  
MEL team  
Relevant cross-cutting team members

### **Purpose:**

The purpose of this role is to be the SER focal point for the Asia-Pacific region, ensuring that social equity, rights-based approaches and good governance are effectively integrated and implemented in all regional country programmes and projects. The role works in close collaboration with the Fauna & Flora Asia-Pacific regional, Social Equity and Rights (SER) and Monitoring, Evaluation and Learning (MEL) teams.

### **Responsibilities:**

#### **Specific Duties:**

- Provide direct technical input and capacity-building support to project teams on the social equity, rights-based and good governance aspects of project design, proposal development, implementation, monitoring, evaluation and learning (MEL)
- Work with SER and regional staff to implement appropriate site-level social safeguards for the Asia-Pacific regional portfolio to ensure Fauna & Flora 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 Asia-Pacific region
- Identify individuals within the Asia-Pacific teams and associated partner organisations to mentor and develop the skillset necessary to deliver conservation projects in line with Fauna & Flora's commitments to social equity, human rights and well-being
- Work closely with other social Technical Specialists, including those working on Social Safeguards and Gender, to ensure that in-country practice experience informs the development of guidance, training and systems grounded in the realities of the wide range of contexts in which Fauna & Flora works
- Backstop in-country teams in the development and application of existing and novel social science-based methodologies from research design and implementation to data analysis and

reporting

- Work closely with SER colleagues and our MEL team to ensure project teams and partners have access to tools, templates, training and other guidance to enable consistent application of social MEL across our Asia-Pacific portfolio, including as it relates to Social Safeguards
- Ensure you maintain a good institutional understanding of SER's institutional programme through proactive communication, enabling standardisation of practice, and shared learning throughout Fauna & Flora's global portfolio
- Working with the Director of SAGE, proactively engage with staff working across the SAGE programme portfolio to ensure coherent and cohesive implementation of its themes of work in the Asia-Pacific region
- Where appropriate, lead the management and delivery of thematically appropriate grant funding, including financial and technical management and reporting to donors in line with Fauna & Flora best practice

#### **Development and Implementation:**

- In line with Fauna & Flora's strategy and as agreed with the Director of Operations, Asia-Pacific and the Regional Programme Development Director, Asia Pacific, identify and support the development of new funding opportunities, proposals, initiatives and strategic partnerships relevant to SER themes in the Asia Pacific region that will add value to Fauna & Flora's work, bringing in additional knowledge, relationships and resources
- Ensure team members have work plans in place that enable Fauna & Flora and partners to meet project aims, objectives and timelines for SER workstreams
- Where appropriate, lead the management and delivery of thematically appropriate grant funding, including financial and technical management and reporting to donors in line with Fauna & Flora best practice

#### **Learning, Knowledge Management and Communications**

Using experience from working with Asia-Pacific programmes: wherever appropriate:

- Manage internal consultation, review and shared learning processes, including documentation, analysis and communication of lessons learnt
- Develop position papers, tools, guidelines, briefing papers and blended learning materials to support internal learning and capacity-building
- Contribute to internal and external information-sharing and discussion platforms, including team pages on Fauna & Flora's intranet, Yammer and external [website](#)
- Proactively engage and collaborate with external stakeholders and peers to ensure that Fauna & Flora is kept abreast of emerging trends and good practice, and ensure that knowledge gained is available across Fauna & Flora and our partners
- Represent Fauna & Flora's work to relevant external audiences to share learning, raise our organisational profile, and identify opportunities for new collaborations and funding opportunities
- In close collaboration with the Communications Team, develop appropriate content for Fauna & Flora's key communications channels
- In collaboration with the Director, Global Policy and SER team, engage in relevant policy dialogues, with a view to positively influencing policies that impact on biodiversity, on social approaches to conservation including but not limited to, governance, gender and livelihoods

#### **Other Duties:**

- Carry out other tasks as necessary, in agreement with the line manager, to ensure the effective delivery of Fauna & Flora's strategy
- Undertake international travel to project sites, relevant conferences and international meetings as

required

- Actively engage with responses to external enquiries relating to Social Equity and Rights related to Fauna & Flora’s programmes in Asia-Pacific
- Review internal and external proposals and applications
- Contribute to the further development and implementation of Fauna & Flora’s Social Equity, Agriculture and Enterprise (SAGE) strategy
- Work in full compliance with Fauna & Flora protocols, ensuring work is done to high quality and within budget
- Carry out other tasks as necessary, in agreement with your line manager

## Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Proven expertise in supporting rights-based and community- driven conservation approaches</li> <li>• Strong interpersonal and communication skills (written and verbal), including ability to work across teams and cultures</li> <li>• Ability to apply critical thinking to complex issues</li> <li>• Facilitation, training and coaching skills</li> <li>• Proven ability to plan, organise and prioritise workloads to meet deadlines</li> <li>• Fluent written and spoken English with the ability to explain complex concepts in plain and accessible language</li> </ul>	<ul style="list-style-type: none"> <li>• Skills in relevant South East Asian languages i.e. Bahasa Indonesia, Khmer, Burmese, Mandarin, or Vietnamese</li> <li>• Development and delivery of blended, online or virtual learning materials and methods</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Relevant degree or equivalent qualification or experience</li> <li>• Significant professional experience working on social issues in an international conservation, natural resource management or similar field</li> <li>• Practical experience of developing and applying social monitoring, evaluation and learning to field projects</li> <li>• Knowledge of the social aspects of Environmental and Social Management Systems (ESMS)</li> <li>• Knowledge and experience of international human rights standards and rights-based approaches as they apply to international conservation or similar sector</li> <li>• Experience of working in partnership with government agencies, local civil society and international organisations, and of multi-partner collaborative projects</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in working in one or more countries where Fauna &amp; Flora works in Asia-Pacific (Cambodia, Myanmar, Vietnam, Indonesia)</li> <li>• Experience working remotely with a geographically dispersed group of colleagues and partners</li> <li>• Experience of applying Social Management Systems to a conservation context</li> <li>• Experience in preparing and</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience of capacity-building, training and mentoring, face-to-face and remotely</li> </ul>	managing grant applications
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Able to work under pressure, prioritise and manage a diverse workload, and deal with challenges in a positive way</li> <li>• Passionate about working with a wide range of different people and supporting others to develop their knowledge and skills</li> <li>• Open to learning and able to quickly pick up new skills</li> <li>• Builds positive working relationships within and across teams</li> <li>• Team player also able to work independently and use own initiative</li> <li>• Commitment to organisational compliance</li> <li>• Flexible to respond to demands of operating across different cultures and time-zones</li> <li>• Interest in and empathy with the mission and values of Fauna &amp; Flora</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Able to undertake international travel if required</li> </ul>	

## Fauna & Flora 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 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 inclusive, 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 approached without your permission),

Applications should be submitted electronically to [charlie.fisher@fauna-flora.org](mailto:charlie.fisher@fauna-flora.org)

Please mark your application '**Senior Technical Specialist, Social Equity & Rights**' and indicate in your covering letter where you saw this position advertised.

The closing date for applications is **Sunday, 9 April 2023**.

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

Fauna & Flora 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, Fauna & Flora, on Tel: +44 (0)1223 749044 or Email: [jade.bedwell@fauna-flora.org](mailto:jade.bedwell@fauna-flora.org).

Fauna & Flora values diversity and is committed to equality of opportunity