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## Senior Technical Specialist, Wildlife Trade

“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 saves species from extinction and habitats from destruction, while improving the livelihoods of local people. Our guiding principles are to work through local partnerships, act as a catalyst for change, make conservation relevant, and base decisions on sound science. Founded in 1903, Fauna & Flora is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

## Wildlife Trade

Fauna & Flora has been at the forefront of efforts to tackle unsustainable and illegal wildlife trade for almost two decades. Our practical, field-based approach revolves around putting in place effective measures on the ground to safeguard wild populations of key species from poaching for illegal trade.

There are multiple strands to Fauna & Flora's approach to this complex global issue, but they all involve working closely with our established regional programmes and network of in-country partners in order to ensure that our interventions are appropriate to the local context and sustainable in the long term. In particular, we engage communities as active and motivated partners in species protection and law enforcement, not least by strengthening community rights and helping to ensure that they have a vested interest in safeguarding wildlife. We are also working to implement and assess comprehensive, evidence-based approaches in the context of wildlife crime, including building on insights from conservation criminology and behaviour change science. We focus on strategic long-term partnerships and collaborations with the institutions, groups and individuals who can have a significant influence on wildlife trade, either as consumers, businesses, policy makers, law enforcers or community leaders. We place strong emphasis on building capacity, improving cooperation and encouraging information sharing in order to increase local effectiveness in tackling unsustainable and illegal wildlife trade.

The team consists of four individuals who work closely with our global network to provide expertise in delivering robust approaches to understanding and preventing unsustainable and illegal wildlife trade across Fauna & Flora's project sites and partner network. We are having a direct impact on the ground in Africa, the Americas & Caribbean, Asia-Pacific and Eurasia as well as shaping global policy and innovating on approaches to addressing unsustainable and illegal wildlife trade.

## The Opportunity

An opportunity has arisen to join the central Wildlife Trade team to ensure that good practice and innovation in wildlife trade approaches is effectively integrated and implemented into projects. This is a role based in our UK Headquarters providing senior level technical input and support to our regional programmes. The role will work across all Fauna & Flora's programme an initial stronger focus on supporting the Eurasia regional programme in Central & Eastern Europe and the Balkans, the Black Sea and Caucasus and Central Asia.

You will have advanced technical skills and significant experience in the development, management, implementation and monitoring and evaluation of approaches to understand and tackle unsustainable and illegal wildlife trade in a conservation context. You will understand the need for

inclusive, collaborative and evidence-based approaches to preventing illegal and unsustainable wildlife trade including, but not limited to, effective crime prevention, community-level responses to illegal wildlife trade, building enforcement capacity and demand reduction.

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 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 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 hold a relevant degree or equivalent qualification and/or significant experience in wildlife trade, criminology or similar field. You will have advanced knowledge of approaches used to tackle unsustainable and illegal wildlife trade, and ideally some knowledge and experience of Situational Crime Prevention or other criminology approaches.

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. The role offers the opportunity to work within an international, impactful and ground-breaking organisation, at the forefront of global conservation. In addition, Fauna & Flora offers a generous pension contribution, attractive annual leave allowance and life insurance. Our offices are located 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

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	Permanent
<b>Probation Period:</b>	Six months
<b>Salary:</b>	Circa £45,000 per annum
<b>Location:</b>	Fauna & Flora, Cambridge, UK Current policy offers partial remote working from 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 Fauna & Flora UK offices are closed

For employees on UK-based contracts, Fauna & Flora 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-Friday inclusive.  
Part time working hours will be considered with a minimum of 30 hours per week.

## Job Description

**Job Title:** Senior Technical Specialist, Wildlife Trade

**Reporting to:** Head of Wildlife Trade

**Key Relationships:** Wildlife Trade Team  
Regional Directors Country Managers and Staff  
Cross-cutting Teams in Cambridge including but not limited to those working on policy, livelihoods and social equity and rights  
Members of Fauna & Flora's broader Management Team

**Purpose:**  
To provide senior technical input, and in close collaboration with the Head of Wildlife Trade, support species conservation and the strategic development of Fauna & Flora's approaches to addressing unsustainable and illegal wildlife trade across Fauna & Flora's regional programmes and partner network.

### **Specific Duties:**

#### **Technical Support & Development:**

Working in close collaboration with the Head of Wildlife Trade, regional programmes and cross-cutting teams:

- Support the strategic development of Fauna & Flora's approaches to addressing unsustainable wildlife trade across Fauna & Flora's project sites and partner network.
- Provide senior technical input, capacity-building support and thought leadership to Fauna & Flora and partner staff in regional programmes on designing, delivering and monitoring and evaluating approaches to addressing unsustainable and illegal wildlife trade.
- Identify and develop opportunities to strengthen Fauna & Flora's response to unsustainable and illegal wildlife trade, including helping to secure funding and support proposal development from key statutory donors.
- Collate, review and synthesize data to provide strategic recommendations for Fauna & Flora's regional programmes role in addressing unsustainable and illegal wildlife trade.
- Serve as an internal focal point for guidance and technical input on Fauna & Flora's approaches to tackle unsustainable and illegal wildlife trade globally.

## **Management**

Working in close collaboration with the Head of Wildlife Trade:

- Apply senior technical input to support management and delivery of grant funding, including financial and technical management and reporting, in line with Fauna & Flora best practice. This may include, where relevant, leading the management, delivery and reporting of thematically appropriate grant funding.
- Develop and manage partnerships aiming to further the application, evaluation and learning from approaches used within the Wildlife Trade Team and across regional programmes, as appropriate.
- Support and mentor Technical Specialists within the Wildlife Trade team and Wildlife Trade project officers within regional teams to learn and develop wildlife trade skills

## **Representation & Communications**

Working in close collaboration with the Head of Wildlife Trade, regional programmes and cross-cutting teams:

- Maintain regular communication with Fauna & Flora regional, country and cross-cutting programmes to identify opportunities for development, collaboration and information sharing.
- Represent and promote Fauna & Flora's Wildlife Trade team to internal and external stakeholders (including government agencies, NGOs, for-profit entities, academic institutions, funders, donors and media) to build networks and partnerships.
- Contribute impactful content for Fauna & Flora's communications channels promoting Fauna & Flora's work addressing unsustainable and illegal wildlife trade.
- In collaboration with the Director, Global Policy and Head of Wildlife Trade, engage in relevant policy dialogues, with a view to positively influencing policies that impact on Wildlife Trade

## **Learning & Knowledge Management**

Working in close collaboration with the Head of Wildlife Trade and others in the Wildlife Trade team:

- Actively build knowledge on issues regarding wildlife trade through continuous professional development, attending relevant fora, reading publications and monitoring policy developments.
- Develop and deliver tools and blended learning materials to play a lead role supporting internal learning and capacity building within Fauna & Flora and its partner organisations on issues and approaches to unsustainable and illegal wildlife trade.
- Identify, engage and mentor relevant Fauna & Flora staff, partner organisation staff and students in wildlife trade.
- Promote learning and exchange between Fauna & Flora, the Cambridge Conservation Initiative, and other relevant institutions.
- Distil and share learning and information to support an active community of practice for wildlife trade across Fauna & Flora to enhance responses to illegal wildlife trade.

## **Other duties:**

- Deputise for the Head of Wildlife Trade as required.
- With the agreement of your line manager, perform any other tasks that may be requested from time to time, commensurate with skills, experience and role
- Undertake travel to relevant conferences and international meetings

- Contribute to ensuring Fauna & Flora is an effective organisation and exemplify Fauna & Flora's shared values of integrity, collaboration, commitment, support and respect.

## Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Advanced technical skills in supporting approaches to tackle unsustainable and illegal wildlife trade</li> <li>• Highly effective interpersonal and communication skills, including ability to work across teams and cultures</li> <li>• Ability to apply critical thinking and evidence-based decision making to complex issues</li> <li>• Excellent 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 to both technical and non - technical audiences</li> </ul>	<ul style="list-style-type: none"> <li>• Proficiency in other languages relevant to Fauna &amp; Flora, in particular French, Spanish and/or Russian</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Relevant advanced level degree or equivalent qualification (e.g., conservation, social sciences, criminology, law enforcement) and/or significant professional experience working on unsustainable or illegal wildlife trade issues in international conservation or related field</li> <li>• Substantial practical experience of project design, including monitoring, evaluation and learning</li> <li>• Experience of capacity-building, training and mentoring, face-to-face and remotely</li> <li>• Experience of working in partnership with government agencies, local civil society and international organisations, and of multi-partner collaborative projects</li> <li>• Experience in building partnerships and working collaboratively with</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of managing or mentoring junior staff</li> <li>• Knowledge and/or experience of addressing unsustainable and illegal trade of plants and or neglected species</li> <li>• Experience in developing and applying blended learning materials and methods</li> <li>• Knowledge and/or experience of using Situational Crime Prevention or other criminology approaches to address unsustainable and illegal wildlife trade</li> <li>• Experience in working in one or more countries where Fauna &amp; Flora works</li> <li>• Experience of successfully securing statutory and other funding</li> </ul>

	internal colleagues and external networks globally	.
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Ability to work under pressure, prioritise and manage a diverse work load effectively, and to 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>• Flexible to respond to demands of operating across different cultures and time-zones</li> <li>• Open to learning and able to quickly pick up new skills</li> <li>• Builds positive working relationships within and across teams and with external partners</li> <li>• Team player also able to work independently and use own initiative</li> <li>• Demonstrates Fauna &amp; Flora's values</li> <li>• Commitment to Fauna &amp; Flora's mission and vision</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Willingness to travel nationally and internationally, as needed</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 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 relate to the role
- Full CV
- Contact details for two referees (who will not be contacted without your permission)

Applications should be sent to [lindsey.harris@fauna-flora.org](mailto:lindsey.harris@fauna-flora.org) . Please mark your application '**Senior Technical Specialist, Wildlife Trade**' and indicate where you saw this position advertised.

The closing date for applications is **Sunday, 18 June 2023**. Interviews are likely to be held during the first two weeks of July 2023. Candidates selected for interview will be contacted by email.

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