Fisheries & Biodiversity Intern

“...Fauna & Flora 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 with and alongside 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.

Marine Programme

Fauna & Flora has been working in marine conservation for decades. However, it wasn’t until 2011 that it launched its formal marine programme, which focused on the following three strands:

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

The cross-cutting Marine team works closely across Fauna & Flora’s four geographically-defined regional programmes (in Eurasia, Asia-Pacific, Africa and the Americas and Caribbean). The team provides marine-focused support to regional staff and partner organisations on programme strategy, project design and delivery, and key technical topics, to deliver interventions that generate positive impacts for biodiversity and people.

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.

The Opportunity

This internship offers a valuable learning opportunity for someone interested in the application of international marine policy to national contexts, and the interplay between small-scale fisheries and marine biodiversity conservation. You will gather experiences and learning from across Fauna & Flora project teams, developing your analytical skills with support from cross-cutting experts in fisheries and global policy. This internship will inform and influence Fauna & Flora’s future engagement in marine policy at national and international level, providing an evidence base and recommendations for future intervention.

Small-scale fisheries account for 90% of global fishers and 40% of the global catch. Effectively managed small-scale fisheries are, therefore, crucial to food-security, poverty eradication and biodiversity conservation. In 2014, with the growing recognition of the importance of small-scale fisheries, FAO member states adopted the Voluntary Guidelines for Securing Sustainable Small-scale Fisheries in the Context of Food Security and Poverty Eradication (SSF-Guidelines). These go beyond responsible fisheries to ensure the rights of fishers and fish workers are respected, adopting a human rights-based approach.
Fauna & Flora’s marine approach is designed to safeguard species, habitats and livelihoods through effective protection and management of marine ecosystems, placing a particular emphasis on empowering local communities as custodians of the marine resources on which they depend. This approach aligns with the SSF Guidelines but the extent to which the SSF Guidelines are being actively implemented, or implemented via alternative mechanisms, in Fauna & Flora focal countries is unclear. Furthermore, the impact on biodiversity of SSF guidelines implementation, or analogous human-rights based approaches, is unclear.

This internship will aim to determine the status of implementation of the SSF Guidelines across Fauna & Flora countries, identifying key barriers to implementation at national level. By interviewing marine programme managers from across the organisation and conducting a desk-based literature and national policy review, you will research and identify evidence of any potential linkages to biodiversity conservation where the guidelines have been implemented. You will research the impact of the guidelines, or analogous human-rights based approaches, on biodiversity, and explore opportunities to support improved implementation across Fauna & Flora’s marine portfolio. You will have the opportunity to work with marine project teams of Fauna & Flora and our partners to produce and present recommendations for application to Fauna & Flora projects.

In return, you will gain valuable insight into how cross-cutting teams work within an international conservation organisation through supervision by fisheries specialists and dedicated time shadowing the Global Policy team. You will have tailored training and support in skills relevant to the internship and you will develop connections with conservation practitioners in varied roles, from international policy experts to on-the-ground implementers across Fauna & Flora and partner organisations. Alongside technical knowledge of small-scale fisheries projects and the context in which this work sits, you will also enhance your skills and experience in policy review and analysis, qualitative interview, and literature review. You will also have access to Fauna & Flora’s internal training portal – Mangrove – to advance your professional development in the areas you are most interested in. You will have the opportunity to attend and present in international marine team meetings, develop dissemination and communication skills for different audiences, and gain an insight into projects across the globe.

**Terms and Conditions**

**Start Date:** September 2023

**Duration of Contract:** 3 months

**Probation Period:** Four weeks

**Gross Salary Range:** £20,320 per annum

**Location:** Fauna & Flora, 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 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 to Friday inclusive.

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**Job Description**

**Job Title:** Fisheries & Biodiversity Intern

**Reports to:** Technical Specialist, Destructive Fisheries

**Key working relationships:** Programme Officer, Halcyon and Marine
Director, Marine
Technical Specialist, Policy Engagement
Director, Global Policy

**Purpose:**
- Conduct an assessment of linkages between the FAO Voluntary Guidelines for Securing Sustainable Small-scale Fisheries (SSF Guidelines) and positive outcomes for biodiversity.
- Qualitatively assess SSF Guidelines implementation through interviews with experienced programme managers in focal countries of our Marine Programme to understand the potential benefits, and feasibility, of Fauna & Flora supporting implementation of the guidelines.
- Present your findings to the international marine team and summarise with recommendations in a written report.

Through this internship you will have the opportunity to collaborate with technical experts in the Marine and Global Policy teams to develop your policy and literature review skills.

**Main Duties:**

Determine the status of implementation of the SSF Guidelines by national governments across a select number of Fauna & Flora countries of operation. This will include:

- In-depth review of FAO Voluntary Guidelines for Securing Sustainable Small-scale Fisheries and links to wider SSF approaches
- Familiarisation with project focal countries through document review and introductory meetings with Fauna & Flora Programme Managers
- Systematic review of SSF guideline incorporation in focal country fishery policies
- Consultation with Fauna & Flora staff to build understanding of how governments are working to implement SSF guidelines on the ground and whether these approaches are impactful
- Analyse implementation needs, opportunities and barriers using appropriate analysis tools,
e.g. Gap, SWOT, including comparison of focal countries committed to implementation of SSF Guidelines with countries without commitments

- Synthesise findings and produce recommendations for intervention by Fauna & Flora for presentation to staff via internal learning mechanisms.

Research linkages between SSF management and biodiversity;
- Literature review into biodiversity impacts associated with, and caused by, SSF Guidelines and other forms of SSF Management
- Synthesis of findings into a report for internal dissemination and presentation to Fauna & Flora staff.

**Person Specification**

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| **Skills** | • Good problem-solving skills  
• Competency in Microsoft Office software  
• Communication and collaboration skills  
• Good organisational and time management skills, with a structured and methodical approach to work  
• Fluency in written and spoken English | |
| **Knowledge and experience** | • Experience conducting systematic literature reviews  
• Knowledge of qualitative research techniques | • Experience reviewing policy documents  
• Knowledge of marine conservation approaches  
• Knowledge of small-scale fisheries management approaches |
| **Behavioural qualities** | • Interest in the fisheries - conservation nexus  
• Open to learning and able to pick up new skills  
• Team player who is also able to work independently and use their own initiative | |
| **Other** | • Interest in and empathy with the mission and values of Fauna & Flora  
• Pre-existing right to work in the UK  
• Available for the full duration of the internship | |
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 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 jack.murphy@fauna-flora.org

Please mark your application ‘Fisheries & Biodiversity Intern’ and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Monday, 28 August 2023.**

No agencies please.

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, People Adviser, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org

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