Technical Specialist, Agriculture
Social Equity, Agriculture & Enterprise (SAGE)

“In the past century 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.

Social Equity, Agriculture & Enterprise Programme

The work of the Social Equity, Agriculture & Enterprise programme (SAGE) focuses on people-centred and place-based approaches to deliver inclusive, tangible and financially sustainable outcomes for people and nature. With a range of technical expertise, the programme has teams that work across the three inter-related themes of Social Equity & Rights, Sustainable Agriculture and Enterprise & Finance. It supports the development of key local enabling conditions for socially just and economically-viable conservation actions.

SAGE’s work with in-country teams, cross-cutting teams and diverse local partners is central to Fauna & Flora’s delivery of conservation that works with and in support of rightsholders and other stakeholders, to achieve sustainable biodiversity conservation outcomes. It promotes conservation approaches that are co-designed and led by indigenous peoples and local communities, and supports the creation of the necessary tenure, governance, structural and economic conditions for these to succeed.

The SAGE programme supports projects and partner organizations in their efforts to build sustainable livelihoods and pro-conservation behaviours and to deliver sustainable local finance for both livelihoods and conservation. This is delivered through agro-ecology approaches, market systems development, nature-positive enterprise and sustainable finance mechanisms. Improving equity, recognising and respecting rights and increasing governance quality are all critical foundations for the achievement of conservation outcomes that are sustainable in the long-term. All of these are adapted and driven by well-informed understanding of local contexts and priorities.

The programme currently comprises ten staff who play a variety of technical support roles for regional programmes of work alongside the development and collaborative implementation of innovative approaches across SAGE themes. In particular, our Social Equity and Rights focused staff have substantive expertise in community-centred conservation, good governance and gender. 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 is seeking qualified candidates for the position of ‘Technical Specialist, Agriculture’, to provide support in the design and implementation of agroecology interventions within Fauna & Flora conservation projects around the world.
The primary focus of the role is to ensure technically-strong, agroecological approaches linked to a demonstrable conservation gain, are effectively integrated and implemented by Fauna & Flora's regional programmes and projects, and to evaluate and clearly communicate the impact of this work internally and externally.

You will be skilled in providing strategic advice and technical input in to the design, development, implementation and evaluation of projects. You will have proven technical skills in agroecology or sustainable agriculture, with the ability to apply your knowledge to develop locally-appropriate solutions to enhance on-farm biodiversity and ecosystem functioning, while maximising yields and nutrition outcomes for farmers. Knowledgeable on social elements related to agriculture, you will be able to advise on topics including social values, nutrition, land and natural resource governance, participation and fairness.

You will have strong analytical skills, with experience of Monitoring, Evaluation and Learning in an agriculture or conservation context. Applying your knowledge, you will be able to develop and implement systems to assess the effectiveness of agricultural interventions on generating biodiversity impact. As a critical thinker, you will have the ability to understand complex issues and explain these in plain and accessible language.

A team player also able to work on your own initiative, you will have the necessary communication and interpersonal skills to build excellent working relationships with in-country teams and our local partners, and ensure we are jointly designing approaches and building trust with the communities and farmers involved. You will have experience of working in a cross-cultural environment and experience in applying your skills to agriculture or conservation work, in less developed countries.

Ideally, you will have training and mentoring skills, and have a passion for 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 or experience in agriculture, conservation, or similar field.

Fauna & Flora is part of Cambridge Conservation Initiative in David Attenborough Building, providing a great platform for collaboration with other conservation organisations and University of Cambridge departments and institutions. You will be joining a diverse team with global responsibilities and the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation.

This position will be based in Cambridge with international travel as required to meet project needs.

Terms and Conditions

Start Date: As soon as possible
Duration of Contract: Permanent
Probation Period: Six months
Salary: £35,000-£37,500 per annum
Location: Fauna & Flora, Cambridge, UK
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-Friday inclusive

Job Description

Job Title: Technical Specialist, Agriculture

Reporting to: Programme Manager, Agriculture

Key Relationships:
Programme Officer, Agriculture
Agriculture Specialists (Regional)
Social Equity Specialists (Cross-cutting and Regional)
Director, SAGE
Programme Managers (Cross-cutting and Regional)
Cross-cutting Programme team specialists
Fundraising team
Finance Business Partner, Cross-cutting Programmes

Purpose:
To ensure technically-strong, agroecological approaches linked to a demonstrable conservation gain, are effectively integrated and implemented by Fauna & Flora’s regional programmes and projects, and to evaluate and clearly communicate the impact of this work internally and externally.

Implementation & Management
• Acting as a team focal point, provide direct technical input and capacity-building support to project teams on agricultural aspects of project design, proposal development, implementation, monitoring, evaluation and learning
• Guide the design and selection of agricultural interventions including appropriate selection of technical approaches, learning resources, advising on appropriate procurement, adaptive management and scaling of successful approaches
• Provide on-going support and mentoring to identified staff and project partner staff on agroecology, social aspects of agriculture, and related subjects
• Ensure you maintain a good understanding of Fauna & Flora’s institutional programme on agroecology through proactive communication, enabling standardisation of practice, and shared learning throughout Fauna & Flora’s global portfolio
• Work closely with project teams to ensure continued alignment of agricultural components of projects with the wider conservation objectives
Development & Fundraising
- Proactively seek funding opportunities in agreement with line manager and work with the SAGE programme, regional teams and other relevant colleagues to develop technically robust, high quality funding proposals that include appropriate indicators, activities and budgets.
- 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.

Knowledge Management and Communications
- Lead on the development and delivery of training, guidance and other forms of learning, on social elements related to agroecology, to build the capacity of regional staff and partners
- In close collaboration with the Communications Team, develop internal and external communications, documenting learnings from agroecology work at Fauna & Flora, to enhance the internal body of knowledge and inform similar projects within the Fauna & Flora portfolio, and also benefit peers within the sector
- Interpret specialist and emerging concepts/issues and communicate these appropriately to different target audiences including smallholder farmers, partners, Fauna & Flora staff, and donors
- Maintain regular communication and collaboration with Social Equity specialists, ensuring complementarity and knowledge sharing between the Agriculture and Social Equity portfolios of work at Fauna & Flora

Other
- With agreement of your Line Manager, carry out any other reasonable duties which are consistent with the role

Person Specification

<table>
<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Skills</strong></td>
<td><strong>Skills in capacity-building, training and mentoring, face-to-face and remotely</strong></td>
</tr>
<tr>
<td>• Proven technical knowledge and skills relevant to agroecology or sustainable agriculture</td>
<td>• Proficiency in French, Spanish, Portuguese, or other language relevant to Fauna &amp; Flora’s countries of operation</td>
</tr>
<tr>
<td>• Project coordination skills with experience in project development and implementation</td>
<td></td>
</tr>
<tr>
<td>• Ability to gather and analyse technical information, including qualitative and quantitative data</td>
<td></td>
</tr>
<tr>
<td>• Excellent interpersonal and communication skills, including ability to work across teams and cultures</td>
<td></td>
</tr>
<tr>
<td>• Proven ability to plan, organise and prioritise workloads to meet deadlines</td>
<td></td>
</tr>
<tr>
<td>• Fluency in written and spoken English, with the ability to explain complex</td>
<td></td>
</tr>
<tr>
<td>Knowledge and experience</td>
<td>Behavioural qualities</td>
</tr>
<tr>
<td>--------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>• A degree or equivalent qualification or experience in agriculture, conservation, or similar</td>
<td>• Able to work under pressure, prioritise and manage a diverse workload, and deal with challenges in a pragmatic way</td>
</tr>
<tr>
<td>• Professional experience working on agroecology and/or sustainable agriculture</td>
<td>• Self-starter, able to work well under own initiative</td>
</tr>
<tr>
<td>• In-depth knowledge of social aspects of agriculture, (nutrition, land and natural resource governance, etc.)</td>
<td>• Passionate about working with a wide range of different people and supporting others to develop their knowledge and skills</td>
</tr>
<tr>
<td>• Relevant field experience, preferably in a developing country context</td>
<td>• Open to learning and able to quickly pick up new skills</td>
</tr>
<tr>
<td>• Experience working with different types of partner organisations, including national and local NGOs, government agencies, and community-based organisations</td>
<td>• Builds positive working relationships within and across teams</td>
</tr>
<tr>
<td>• Experience of Monitoring, Evaluation and Learning in an agriculture and/or conservation context</td>
<td>• Culturally sensitive</td>
</tr>
<tr>
<td>• Experience of working in a cross-cultural environment and applying skills to agriculture or conservation work, in less developed countries.</td>
<td>• Team player, demonstrating ability to seek out and harness the views and contributions of others</td>
</tr>
<tr>
<td></td>
<td>• Demonstrates Fauna &amp; Flora’s Values</td>
</tr>
</tbody>
</table>

**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 contacted without your permission)

Applications should be submitted to emma.scott@fauna-flora.org

Please mark your application ‘Technical Specialist Agriculture’ and indicate in your covering letter where you saw this position advertised.

The closing date for applications is Sunday, 10 September 2023. Interviews are likely to be held during the week commencing 25 September 2023.

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