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## **Senior Adviser, REDD+**

“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

At Fauna & Flora, our shared purpose is to protect the diversity of life on Earth, for the survival of the planet and its people. We work closely with local conservation partners around the world to save nature, together. We harness this collective expertise to inspire positive change globally.

## Climate & Nature Linkages Team

The Climate and Nature Linkages (CNL) team support Fauna & Flora project teams and partners (including NGOs, governments, communities and corporates) to use high quality and locally appropriate Nature-based Solutions (NbS) to climate change that create measurable benefits for nature, climate and people.. To achieve this, the CNL team works to support our projects to integrate climate change mitigation and locally-led, ecosystem-based adaptation approaches within conservation design and implementation, and to access climate finance.

With a sub-set of projects and partners, the team supports the development of market-based NbS projects, designed to generate sustainable finance for locally-led conservation through participation in the voluntary carbon market, or the nascent biodiversity credits market. Alongside this project development role, the team invests significant technical capacity in engaging to influence the wider development of these markets, advocating for high integrity on both the supply and demand side. In the context of nature-based carbon projects and the use of nature-based carbon credits, our position is articulated in [Fauna & Flora's Position on High Integrity Nature-Based Carbon Markets](#).

## The Opportunity

This role will serve as technical lead for the continued development and expansion of Fauna and Flora's portfolio of REDD+ projects in priority landscapes. You will play a key role in linking these unique forest landscapes, their biodiversity, and the Indigenous Peoples and Local Communities on the frontline of conserving them, with sustainable and equitable climate finance. The voluntary carbon market, and nature-based approaches including REDD+, are emerging from a period of intense scrutiny and evolution. At this time of change, opportunity and increasing need, Fauna & Flora is seeking an experienced and dynamic individual to support selected regional projects and partners to establish high-quality REDD+ initiatives that effectively protect and restore forest carbon stocks and biodiversity, and empower and benefit the stewards of the land.

You will have a cutting-edge understanding of the technical requirements for high quality REDD+ projects, including robust knowledge of forest carbon accounting and REDD+ standards and methodologies, a commitment to nature-based climate solutions that place people and nature at their core, and an ability to work swiftly but highly collaboratively to advance the development of projects. You will have excellent leadership, people management and communication skills; and the ability to combine your senior technical expertise with sound judgement to navigate complex situations.

You will hold a relevant higher degree or equivalent qualification and/or professional experience in the design and implementation of REDD+ projects and nested initiatives. You will be joining Fauna & Flora at an exciting time as expand our focus on climate change, the critical role of nature for climate mitigation and adaptation, and the role of climate finance in scaling up investment in

nature. 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>Gross Salary:</b>	£60,285 - £63,460 per annum
<b>Location:</b>	Fauna & Flora, Cambridge Current policy offers partial remote working 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
<b>Hours of Work:</b>	This is a full-time position, working 37.5 hours per week, Monday to Friday inclusive. Part-time hours would be considered with a minimum of 80% time.

# Job Description

<b>Job Title:</b>	Senior Adviser, REDD+
<b>Reports to:</b>	Director, Climate & Nature Linkages
<b>Managing:</b>	Senior Technical Specialist, Forestry & Forest Carbon
<b>Key working relationships:</b>	CNL team members Senior Conservation Directors and Programme Directors Regional and Country Leads Fauna & Flora Project Managers and Partners Fundraising and communications leads

## **Purpose:**

The Senior Adviser, REDD+, is the senior technical lead for the development for Fauna & Flora's REDD+ programme. The role is responsible for overseeing REDD+ project development and implementation; providing technical expertise in latest REDD+ methodologies and developments to ensure the integrity of technical decision-making at all stages of the project cycle; and driving the strategic development of the REDD+ programme of work.

As a senior member of the team, they will help Fauna & Fauna build its organisational profile in the nature-based carbon markets and identify and develop strategic external partnerships that can further support the effective implementation of REDD+ by project teams and partners.

Initial priority geographies are likely to include landscapes in Liberia, Guinea, DRC and Cambodia.

## **Specific Duties:**

### **Programme Development & Implementation:**

- Oversee and support the execution of REDD+ feasibility and pre-feasibility assessments, including identification of, and collaboration with, required consultants to complement Fauna & Flora and partner responsibilities;
- Oversee and support the full development of REDD+ projects, ensuring high integrity of REDD+ design and implementation to maximise climate, biodiversity and community benefits. and working to ensure project teams have the skills, capacity and resources required to deliver robust, high-quality projects;
- Oversee and support the development of technical project documentation, including Project Documents and MRV reports and work with project teams on preparation for third party validation and verification audits;
- Ensure all feasibility and development stage projects are underpinned by a robust financial model, working effectively with relevant specialists and project staff to ensure data and assumptions are fit for purpose and effectively present the balance of project risk and opportunity.
- Coordinate with regional teams, to engage with geographically relevant national governments, partners, and other stakeholders to develop and strengthen governance structures and frameworks to enable REDD+ implementation.

**Technical Advisory:**

- Serve as senior technical lead for REDD+ and related methodologies, including Verra and Plan Vivo, and advise on technical and strategic aspects of REDD+ program design, implementation, and monitoring.
- Maintain a cutting edge and comprehensive understanding of latest technical developments in REDD+, methodologies, standards and international, national and sub-national policy developments relevant to nature-based carbon markets, and REDD+ in particular;
- Apply technical expertise in carbon accounting and nature-based carbon project development to investigate potential project opportunities under REDD+, with potential to also explore ARR approaches in future.
- Working closely with relevant specialists and partners, lead efforts to proactively advise on and integrate new technologies and tools to strengthen REDD+ development and implementation - such as accuracy of carbon accounting and project MRV, and transparency and efficiency of benefit-sharing;
- Ensure key information is disseminated effectively and that these developments are appropriately integrated into Fauna & Flora and partner practice.

**Strategic Development:**

- Oversee and support the strategic planning and development of the REDD+ programme, ensuring alignment with Fauna & Flora's organisational wide strategy
- Work closely with the other senior leads, to develop and manage strategic external partnerships and work with the private sector, to enable growth of Fauna & Flora's portfolio of REDD+ projects and nature-based carbon projects more broadly;
- Play a leading role in development of funding opportunities to progress REDD+ implementation both at the Fauna & Flora portfolio (multi-site) and project (site specific) levels, in close collaboration with relevant regional teams and cross-cutting specialists;
- Support the CNL senior team, to advise Senior Leadership Team (SLT) on strategic and technical REDD+, development opportunities and risks, including through active participation in the Fauna & Flora Leadership Forum.

**Management & Capacity Development:**

- Provide supervision and effective line management and matrix management of REDD+ specialist roles, ensuring close integration of REDD+ technical staff and approaches with regional programme staff and practice;
- Line-manage designated staff through clear objective setting, continuous performance management, annual appraisal, training provision and personal development planning to ensure the effective and timely delivery of programmes of work and develop individuals and their functions
- Lead efforts to ensure project and partners teams have the skills, capacity and resources required to deliver robust, high-quality REDD+ projects;
- Support sound financial and operational management of the CNL programme in full compliance with FFI policies and procedures

**Communication and Representation:**

- Working with CNL and other relevant teams, coordinate representation of Fauna & Flora in relevant policy dialogues with a view to influencing positively policies and investments in REDD+.

- Develop internal and external communications to strengthen the profile of Fauna & Flora’s work on REDD+ and elevate examples and evidence of impact emerging from Fauna & Flora projects and partners.
- Represent Fauna & Flora’s REDD+ work to internal and external stakeholders, including government agencies, NGOs, for-profit entities, academic institutions, funders, donors and media, and relevant networks/ working groups, proactively developing its profile and presenting and promoting its work and approach with confidence and credibility.
- With agreement of line manager, perform other tasks that may be requested from time to time

## Person Specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Excellent people management skills, with ability to motivate, performance manage and mentor individuals to achieve excellent</li> <li>• Exceptional interpersonal and intercultural skills, and ability to work effectively with diverse sectors and project stakeholders</li> <li>• Proven ability to oversee and to advise strategically and technically on the design and implementation of complex, multidisciplinary, market-based projects</li> <li>• Exceptional attention to detail and ability to develop and review technical work product to ensure highest standards and compliance with third party requirements as basis for external audit</li> <li>• Strong written and oral communication skills, with fluent English</li> <li>• Proven influencing skills, and confident presenting to public/external audiences, including the ability to distil complex technical concepts for a non-technical audience</li> </ul>	<ul style="list-style-type: none"> <li>• Fluency / working proficiency in languages of Fauna &amp; Flora operating counties, particularly French</li> <li>• Remote sensing and geospatial skills</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Higher degree or equivalent in a relevant discipline</li> <li>• Extensive practical experience of the implementation of operational REDD+ projects/programmes, using third-party REDD+ Standards and Methodologies, such as VERRA, Plan Vivo, ART TREES;</li> <li>• Practical experience of working with local partners and rural communities on the implementation of REDD+ in West/Central Africa and/or Southeast Asia</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of fundraising and pitching REDD+ projects to potential funders, investors and carbon off-takers</li> <li>• Experience managing funds from statutory funders and/or private sector investors</li> <li>• Experience deploying technology solutions to</li> </ul>



	<ul style="list-style-type: none"> <li>• Practical experience of working with national and sub-national Governments on policy and/or strategy issue relevant to the implementation of REDD+, including the nesting of projects within national REDD+ frameworks</li> <li>• Comprehensive knowledge and applied experience of the requirements for high-quality REDD+ projects, and proven experience of acting in a senior advisory capacity on this topic</li> </ul>	enhance the efficiency, accuracy and/or transparency of REDD+ project processes
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Demonstrates Fauna &amp; Flora's values</li> <li>• Highly motivated self-starter</li> <li>• Cultural sensitivity</li> <li>• Ability to deal with challenges in a positive way</li> <li>• Ability to work effectively under pressure and to deadlines</li> <li>• Excellent team leader, highly collaborative and able to work flexibly and effectively with geographically dispersed teams</li> <li>• Strategic and holistic thinker, flexible and adaptable in evolving work situations</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Ability to undertake regular international travel, including travel in rural areas in developing countries</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 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 Charlie Fisher at [charlie.fisher@fauna-flora.org](mailto:charlie.fisher@fauna-flora.org)

Please mark your application '**Senior Adviser, REDD+**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Sunday, 12 February 2024**. Interviews are likely to take place during the week commencing 19th February 2024.

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](mailto:jade.bedwell@fauna-flora.org)

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