“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
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.

**Eurasia Programme**

Many of Eurasia’s land and seascapes are recognised worldwide for their beauty, recreational and wilderness value, yet the importance of their biodiversity is frequently overlooked. The Eurasian steppe, the beech forests of the Carpathians, the wild rivers of Georgia, the fruit and nut forests of Central Asia and the Mediterranean Sea and coast are just some of the stunning and biodiversity rich ecosystems in the region. They contain unique and rare wildlife such as the saiga antelope, critically endangered species of sturgeon, and the elusive Mediterranean monk seal.

Fauna & Flora is one of only a few international organisations working in the Eurasia region and is helping to raise awareness of the need for action amongst other international conservation and development charities. Many of our projects have laid the foundation and created the necessary infrastructure for other organisations to move in and help tackle the challenges of the region. We build capacity of and work with our partners to implement an exciting range of initiatives focused on ecosystems, habitats and species conservation in both the terrestrial and marine environments.

Our terrestrial focus is primarily in the countries of Central Asia, the Caucasus, and Central-Eastern Europe and the Balkans. Our marine focus includes projects to address marine and coastal conservation issues in Türkiye, Scotland, Georgia and Romania as well as delivering major areas of work in Cabo Verde and São Tomé and Príncipe in the Eastern Atlantic Islands.

**Eurasia Marine team**

Based out of Fauna & Flora’s Cambridge office, the Eurasia marine team operates alongside and complements five geographically focused programmes: (1) Central Asia, (2) the Caucasus, (3) Central-Eastern Europe and the Balkans, (4) Scotland and the (5) Eastern Atlantic Islands, each of which has at least one registered office and local staff team as well as numerous local partners.

The Eurasia marine team has a broad purpose to support effective development and implementation of marine conservation projects across these geographies and, where relevant, other partner led marine projects across the Eurasia region (e.g. our partner-led work in Türkiye). Such support is delivered through two models: (1) marine focussed projects are directly developed and implemented by the Eurasia marine team, recognising that these projects form part of a wider programme of work that the relevant in-country teams and partners are responsible for and (2) marine focussed projects are managed directly by our in-country teams and partners, with the Eurasia marine team feeding in leadership and technical advice to both Fauna & Flora and partner teams on project development and implementation.
Currently, projects in Türkiye and São Tomé and Príncipe lie within the direct responsibility of the Eurasia marine team, and ensuring effective delivery and completion of current grants in these geographies is an immediate priority for the postholder and the broader Eurasia marine team. As our work across the Eastern Atlantic Islands develops over time, we anticipate that direct management responsibility for the marine project on São Tomé and Príncipe will become fully integrated within the Eastern Atlantic Island programme (e.g. within the next 1-2 years), with the Eurasia marine team staying closely involved in a technical capacity. We anticipate that a gradual transition in team focus away from direct management of the São Tomé and Príncipe marine grants will also enable more time and opportunity for leading and supporting our in-country teams and partners with development of a broader portfolio of marine conservation projects across the Eurasia region.

The Opportunity

Fauna & Flora is seeking an experienced marine conservationist to lead the Eurasia marine team. This includes an immediate focus on leading on the delivery of conservation projects across two major seascapes around São Tomé and Príncipe and on Türkiye’s Mediterranean coast. The role will also provide senior level direct technical input and leadership as well as guide the development and management of a growing portfolio of marine conservation projects led by our in-country teams and partners across the Eurasia region, Cabo Verde and in São Tomé and Príncipe.

You will have excellent technical marine conservation skills and a strong proven track record in operational, project, grant and financial management. You will be skilled in providing both strategic advice and technical input to the design, development, implementation and evaluation of projects. Excellent leadership and people management skills are essential to the role to ensure a professional and motivated team that delivers effectively against project aims, objectives and timelines. The role also requires a skilled and credible communicator, who is confident in developing and managing relationships internally and with relevant external stakeholders, including governments, non-governmental partners, donors and funders.

An advanced degree or equivalent level qualification in a relevant discipline or equivalent level work experience and advanced technical marine conservation skills are essential, as is experience in institutional development and capacity building. Fluency in written and spoken English is essential; a good working knowledge of Portuguese and/or Turkish would be an advantage as would any other language spoken in counties where Fauna & Flora operates across Eurasia (including Georgian, Romanian or Russian).

In return, the role offers the opportunity to work within a ground breaking and entrepreneurial organisation, at the forefront of global conservation. In addition, you will receive a generous pension contribution, attractive annual leave allowance and life insurance.

Our offices are located in The David Attenborough Building 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

Start Date: As soon as possible

Duration of Contract: Permanent

Probation Period: Six months

Gross Salary: £48,070 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.
Job Description

Job Title: Senior Technical Specialist (Marine), Eurasia

Reports to: Director of Operations, Eurasia

Responsible for: Technical Specialist (Marine), Eurasia
Programme Manager (Marine)
Programme Officer (Marine)
Programme Manager, Seascapes, São Tomé and Príncipe

Other key relationships
Central Marine team
Eurasia team, especially the Senior Programme Manager, Eastern Atlantic Islands
Finance Business Partner, Eurasia
Cross-cutting teams
Partners across the Eurasia region, Cabo Verde and São Tomé and Príncipe

Purpose:
To ensure the effective and cohesive management, technical delivery and development of Fauna & Flora’s marine projects across the Eurasia Programme. Ensure that marine projects across the Eurasia programme follow Fauna & Flora’s mission and vision and accord with policy, procedures and standards, follow best practice, are effectively monitored, and have long-term strategies for engagement and fundraising. Lead on the provision of marine conservation technical expertise across the Eurasia Programme.

Main Duties:

Direct Management of Marine projects

- Oversee day-to-day management of marine projects under your direct responsibility including but not limited to projects in Türkiye and São Tomé and Príncipe, supporting Fauna & Flora, partner and other local team members to ensure their work is in accordance with project objectives and complies with donor and other third party requirements.
- Agree targets and work plans for projects under responsibility, taking into account Fauna & Flora’s existing approaches to project implementation, including ensuring all projects / associated funds have an up to date Theory of Change and are monitored to ensure timely adaptation as required to meet project aims, objectives and timelines, and support the dissemination of lessons learnt
- Be responsible for overall financial management for projects under your responsibility, leading on the production of work plans, budgets and reforecasting exercises
- For projects under direct management, take responsibility for ensuring delivery of reports to donors and clients within agreed internal and external deadlines; ensure that Fauna & Flora internal reporting procedures are met in this regard.
• Ensure that proposals, reports and other project outputs produced by programme staff and partner organisations are of a high standard and, wherever possible, reflect Fauna & Flora’s philosophy and any donor branding requirements

• Put in place appropriate structures to ensure effective financial and activity monitoring and evaluation, enabling project activities to be assessed and adapted in relation to conservation impact and ensuring Fauna & Flora internal reporting and financial management procedures are met

• In collaboration with the Design & Impact Team and Technical Specialist (Marine), Eurasia ensure processes for the effective monitoring and evaluation of projects, ensuring timely adaptation as required to meet project aims, objectives and timelines, and support the dissemination of lessons learnt

• In accordance with Fauna & Flora’s Delegation of Authorities, liaising with relevant in-country team leads and UK People Department where appropriate:
  o Support the recruitment of local staff and contracting of consultants by in-country Fauna & Flora programme offices and/or teams relevant to the marine projects under management
  o Manage the recruitment of international staff and contracting of consultants by Fauna & Flora UK relevant to Eurasia Marine projects/Eurasia Marine Team

• Oversee work of, and maintain regular communications and liaison with, project staff, consultants and partners involved within these projects, whilst ensuring communication is effectively maintained with the Director of Operations

• Ensure that field operations for projects under management are conducted to a high standard of health, safety, welfare, environmental good practice and cultural sensitivity

Technical advice, mentorship and sharing of learning

• Lead and oversee the Eurasia marine team’s delivery of technical and advisory inputs for the broader Eurasia programme, including exploring conservation priorities, project design, development opportunities, implementation and ongoing monitoring

• Provide strong leadership and mentorship to the Eurasia Marine team helping individuals under your management to hone and develop their own technical skills on marine conservation issues, supporting them to apply and to share their knowledge with colleagues across the Eurasia programme

• Work collaboratively to support the technical delivery and development of marine related projects under the management of sub-regional and in-country teams. This includes supporting these teams to ensure the smooth and technically sound coordination of biological surveys, community outreach and training, village meetings, and other site-based activities. As part of this, meet with team leaders, partner organisations, consultants and other stakeholders as needed.

• Oversee inputs from cross-cutting teams to build the capacity of in-country partners, in line with approved strategic plans and institutional agreements

• Maintain relations with other Fauna & Flora staff working on marine projects through regular engagement and exchange with the Marine Working Group

• Lead on developing internal capacity within the Eurasia Team on marine conservation issues

• Co-ordinate and/or review research into other strategic or upcoming issues identified as a priority to improve internal knowledge
Liaise with the Conservation Finance & Enterprise team with regard to the development of sustainable financing mechanisms within Eurasia marine projects

Act as a primary focal point for development of strategic partnerships with research and academic partners (including universities, research institutes, and national and international students/interns), and capacity-building and training partners for marine focused projects

Programme Development

- Work collaboratively on the development of follow-up and parallel projects, both securing funding for projects under your responsibility and contributing to other marine project and regional fundraising and development activities as required by the Director of Operations
- Work with the Finance Business Partner to ensure accurate budgeting, staff and overhead charging and cost recovery for proposals under your direct responsibility
- Proactively identify fundraising opportunities for project support and help regional team members and partners to develop their proposals for marine conservation activities, in consultation with the Fundraising team
- Proactively develop and nurture relationships with prospective and existing funders and donors, ensuring open and regular communication
- Track project delivery and impact across a range of initiatives funded from marine-specific donor funds to inform project development
- Working with the Senior Conservation Director and the Director of Operations and through consultation with the Eastern Atlantic Islands Programme team, the marine team and relevant cross-cutting and operational teams, ensure the Eurasia Marine team is positioned and structured for optimal effectiveness and impact

Representation and Communication

- Represent Fauna & Flora and the Eurasia Programme, developing its profile and promoting its work to third parties where required, including diplomatic and government agencies, communities, NGOs, for-profit entities, academic institutions, funders and donors, and media
- Represent Fauna & Flora at key fora, including consultations, negotiations, national and provincial meetings, workshops and briefings
- Act as a first point of contact both internally and externally for Fauna & Flora’s Eurasia Marine projects

Partnership Development

- In line with agreed strategies, proactively identify, develop and manage key relationships and partnerships, including national and local government agencies, NGOs, for-profit entities and academic institutions, in order to maintain and enhance the Eurasia marine programme of work and to maximise the effective delivery of the Eurasia Marine programme strategy
- Support and advise the Programme Manager, Marine on the development and negotiation of programme/project Memoranda of Understanding (MOUs), Memoranda of Agreement (MOAs) with partners, in consultation with the Director of Operations and in accordance with Fauna & Flora documentation and Delegation of Authorities
- Build and maintain key partnerships and relationships with programme stakeholders and in particular with project partners in Türkiye, and São Tomé and Príncipe and relevant fora at the regional and international level
General

- Conduct site visits and meetings, and work collaboratively to resolve any problems
- Provide strong and motivational line management through objective setting, continuous performance management, annual appraisal, training provision and personal development planning
- With agreement of your Line Manager, perform any other tasks that may be requested from time to time that are appropriate to skills and experience

Person Specification

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<tr>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Skills</strong></td>
<td><strong>Good working knowledge of Turkish and/or Portuguese or another language spoken in the Eurasia region</strong></td>
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<tr>
<td>• Advanced technical marine conservation skills, preferably spanning both ecological and social/economic aspects</td>
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<td>• Excellent project management skills, including project design, development, implementation, impact monitoring and evaluation</td>
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<td>• Excellent people management skills, with ability to motivate and performance manage individuals to achieve excellence</td>
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<tr>
<td>• Excellent financial management and numeracy skills, including budgeting, financial tracking and reforecasting</td>
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<tr>
<td>• Excellent verbal communication, presentation and networking skills, to both technical and non-technical audiences</td>
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<tr>
<td>• Excellent written communication skills, including technical report and proposal writing</td>
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<td>• Excellent prioritisation and time management skills, with ability to work to multiple deadlines and a clear focus on delivery of outputs</td>
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<td>• Proven ability to assess capacity, mentor and develop skills of project staff and other partners</td>
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<td>• Ability to develop relationships with, and secure financial support from multi-lateral and bi-lateral agencies and the for-profit sector</td>
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<td>• Fluency in written and spoken English</td>
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<tr>
<td><strong>Knowledge and experience</strong></td>
<td><strong>Experience working in the Global South and/or in an NGO environment</strong></td>
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<tr>
<td>• An advanced degree or equivalent qualification in marine conservation or related discipline or equivalent level work experience</td>
<td><strong>Experience working with remote teams</strong></td>
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<tr>
<td>• Substantial experience in marine conservation, including project development and management</td>
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<td>• An excellent technical background and understanding of a range of marine</td>
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<tr>
<td>Conservation Issues</td>
<td>Behavioural Qualities</td>
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<tr>
<td>Proven large grant management experience</td>
<td>Builds positive personal and organisational relationships</td>
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<tr>
<td>Proven track record in project development and fundraising</td>
<td>Ability to deal with challenges in a pragmatic way</td>
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<tr>
<td>Demonstrable experience working effectively with partner organisations, including governments, national and local NGOs, community groups and for-profit entities</td>
<td>Self-starter, able to work well under own initiative</td>
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<td>Experience leading a complex programme, including direction setting.</td>
<td>Proven considerate team player</td>
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<td>Knowledge of requirements for statutory donor compliance</td>
<td>Demonstrates Fauna &amp; Flora’s Values</td>
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<tr>
<td>Experience working with fisheries, including with small-scale fishers.</td>
<td>Commitment to organisational and legal compliance and to responsible management of donor funds</td>
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**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 eurasia@fauna-flora.org

Please mark your application ‘Senior Technical Specialist, Marine, Eurasia’ and indicate in your covering letter where you saw the position advertised.

The closing date for applications is Tuesday, January 2 2024. Interviews are likely to take place during the week commencing Monday, January 15 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

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