Technical Specialist, Marine (Impact & Learning) Parental Leave Cover

“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.

Marine Team

Fauna & Flora has been working in marine conservation for decades. However, we launched our formal marine programme in 2011 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.

Since 2011, we have developed a wide reaching and successful portfolio, which currently works across 19 countries and 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. Our work is increasingly being recognised externally and we have ambitions to continue to grow and develop the marine portfolio.

In order to meaningfully track our progress, Fauna & Flora has developed an institutional approach to allow us to improve our project-level monitoring, whilst aggregating project data to demonstrate organisational impact. Key to the success of this approach is working with individual teams to ensure that projects are well planned with a clear and articulated pathway to change, and ensuring that monitoring tracks progression towards long-term impact. Not only does this allow us to demonstrate success in our work, but it is a key mechanism for learning what is, and is not, achieving the expected conservation outcomes, and provides a route for the documentation and sharing of learning across our portfolio and more widely.

The Opportunity

We are offering a unique opportunity to support Fauna & Flora’s marine programme, to demonstrate the impact of our work and to capture and share learning from across the portfolio. You will engage with and support marine projects globally, ensuring effective mechanisms are in place to collect evidence and demonstrate progress towards conservation impact and identifying opportunities for learning and wider dissemination of our results.

You will work closely with the Director, Marine to support effective monitoring, evaluation and learning for our marine projects, building on processes already instituted within Fauna & Flora to promote robust evidence collection, with a specific focus on Theory of Change-based impact assessment. We are looking for an individual with a proven understanding of marine project design and monitoring, strong communication skills and the ability to work constructively with a range of stakeholders, specifically with in-country teams and partners in a range of cultural contexts.

You will have strong analytical skills and the ability to distil complex information, combined with the ability to support and facilitate others to develop context-specific monitoring processes. You will have
demonstrable experience of developing learning documents aimed at practitioner audiences, and of presenting complicated information to a range of audiences, both scientific and more general.

In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation, with opportunity to apply your skills and expertise where appropriate. In addition, Fauna & Flora offers 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:** March 2024

**Duration of Contract:** This is a temporary position to provide parental leave cover and will terminate on or before 31 March 2025 on the return of the Technical Specialist, Marine (Impact & Learning) from parental leave

**Probation Period:** Three months

**Gross Salary:** £37,525 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. Part-time hours would be considered with a minimum of 80% time.
Job Description

Job title: Technical Specialist, Marine (Impact and Learning)
Parental Leave Cover

Reporting to: Director, Marine

Key Internal Relationships:
- MEL Technical Specialists, Conservation Design & Impact
- Heads of Conservation Design & Impact
- Technical Specialist, Destructive Fisheries
- Regional/Operational Directors
- Regional marine specialists
- Senior Technical Specialist, Marine Plastics

Purpose:
The Technical Specialist, Marine (Impact & Learning) is responsible for effective impact monitoring and the capture and dissemination of learning from across the global marine portfolio. Building on the processes already instituted within Fauna & Flora, the post holder will provide technical input across the global marine portfolio with a focus on ensuring aligned monitoring, evaluation and learning (MEL) processes across projects. The post holder will lead on collating and sharing learning from across the marine portfolio for internal and external audiences to inform the effective delivery of marine conservation projects around the world, and build appetite for replication and scaling of successful approaches.

Specific Duties:

Technical input
- Lead engagement with staff and in-country partner organisations to ensure the implementation of robust impact assessment within marine projects, in line with Fauna & Flora’s organisational approaches (e.g. Theory of Change and linked monitoring plans).
- Deliver training sessions to support the capacity building of staff and in country partner organisations to enhance project level MEL.
- Identify challenges facing teams in terms of developing or delivering robust impact assessment and monitoring plans, including in information collection, analysis or storage, and work with the wider MEL team and relevant regional leads to address these problems.
- Lead the marine team’s work to collate and interpret evidence of the impact of specific marine projects and collaborations in terms of both conservation outcomes and benefits for human communities.
- Track developments in marine specific MEL approaches and develop briefings, research pieces or policy briefs in response, in collaboration with the Director, Marine.
- Play an active role in Fauna & Flora’s wider MEL team, participating in regular meetings with Fauna & Flora’s Conservation, Design & Impact team to ensure a coherent and joined up approach to impact assessment across the organisation, and cross-learning between marine and non-marine projects.
- Contribute to the ongoing analysis of Fauna & Flora’s annual reports, under the guidance of the Technical Specialist (MEL), and ensure coherence between marine reporting and impact.
assessments and the wider institutional vision.

- Provide technical input to the development of Arcadia marine proposals to ensure projects are focused on impact, supported by clear monitoring frameworks and are a strategic use of funds.

Collate & share learning

- Lead the documentation of the successes and achievements of marine projects for inclusion in annual reporting processes, and communicate and share good practice and evidence along with the learning from our experiences.
- Work with in-country staff and partners to identify and interpret key learning around the approaches and tools being applied to achieve conservation outcomes, and ensure this is effectively documented and shared across Fauna & Flora’s partner network to inform improved practices (e.g. through learning documents, training events, briefings, and open access published papers).
- Using evidence collated from across the marine portfolio, synthesise information to demonstrate the value of approaches and ensure these are available to inform wider external replication and/or regional debate and policy processes (e.g. briefing papers and position statements).
- Ensure learning generated about approaches can be effectively applied through providing technical and capacity building support to Fauna & Flora staff and partners.
- Lead the operation of a wider community of practice on marine work, including organising regular Marine Working Group meetings (as agreed with the Director, Marine), through Fauna & Flora’s intranet, Teams groups and yammer, as a basis for information sharing and learning across marine projects in the organisation.
- Produce external communications (e.g. blog posts, briefing notes) on MEL topics and approaches as agreed with the Director, Marine and in collaboration with other relevant staff as appropriate.
- Represent and communicate the identified impacts and learning from Fauna & Flora’s global marine portfolio more widely via publicly accessible platforms as well as conferences and other fora both within and beyond the Fauna & Flora network (e.g. through contributions to journals, guest blogs, dissemination briefings etc.) in collaboration with the Director, Marine.

Development

- As requested by the Director, Marine, work with project teams and the Fundraising team to develop fundable proposals to external donors for specific regional and programmatic marine projects and initiatives.
- Specifically, work with project teams and the Fundraising team to interpret and embed wider project Theories of Change and linked monitoring plans into fundable proposals with interpreted monitoring and evaluation strategies, based on a wider project monitoring framework. This will include facilitating workshops to develop Theories of Change and monitoring plans for projects, mainly focused on marine projects.
- As requested by the Director, Marine conduct or coordinate research into strategic or upcoming issues.

General

- Undertake regular technical reviews for both internal and external grant funds on a range of conservation issues.
- With agreement of line manager, perform other tasks that may be requested from time to time.
that are appropriate to skills and experience, including broader representation of Fauna & Flora and its programmes.

- Where required, represent Fauna & Flora and its marine programme at appropriate external meetings.
- Assist in dealing with external enquiries relating to the work of the Marine team.

## Person Specification

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<th>Essential</th>
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<td><strong>Skills</strong></td>
<td>• Strong technical skills relating to monitoring and impact assessment in marine environments</td>
<td>• Knowledge of statistical analysis (preferably of biodiversity and/or socio-economic data)</td>
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<td>• Strong organisational and time management skills</td>
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<td>• Ability to design monitoring strategies and indicators to establish project outcomes as they relate to biodiversity, threat reduction, sustainable livelihoods, stakeholder participation, and partnerships</td>
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<td>• Ability to organise, collate, analyse and interpret information and data (both qualitative and quantitative) on the biological and social aspects of impact assessment</td>
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<td>• Excellent communication and presentation skills (written and verbal)</td>
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<td>• Ability to think laterally and creatively</td>
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<td>• Fluency in written and spoken English</td>
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<td><strong>Knowledge and experience</strong></td>
<td>• Good knowledge of biodiversity and socio-economic monitoring tools and approaches relevant for the marine environment</td>
<td>• Experience of designing and implementing habitat and species projects and monitoring strategies in marine environments</td>
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<td>• Experience of project evaluation and impact monitoring</td>
<td>• Experience in the preparation of project funding bids and proposals</td>
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<td>• Demonstrable experience of developing learning documents aimed at practitioner audiences</td>
<td>• Experience of providing capacity building, facilitation, mentoring and/or training support to others</td>
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<td>• Experience in project planning, tracking and reporting</td>
<td>• Experience of field work in a developing country</td>
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<td>• Knowledge of Theory of Change (or similar) approaches</td>
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<td>• An understanding of and experience of working in or with international NGOs</td>
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<td>• Experience presenting complicated information to a range of audiences, both scientific and more general</td>
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• Good understanding of field project operations and constraints in the type of countries where Fauna & Flora works (and the implications of this for adapting project monitoring and assessment processes)

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<th>Behavioural qualities</th>
<th>Demonstrates Fauna &amp; Flora’s values</th>
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<td>Builds positive personal and institutional relationships</td>
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<td>A team player, able to work independently to an agreed programme</td>
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<td>Ability to deal with challenges in a positive way</td>
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<td>Ability to work under pressure and to deadlines</td>
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<td>A pragmatic and logical approach to solving problems, with ability to balance competing priorities</td>
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| Practical experience of facilitating partnerships and alliances |

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<th>Other</th>
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<td>Willingness to undertake international travel</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 [gabriella.church@fauna-flora.org](mailto:gabriella.church@fauna-flora.org)
Please mark your application ‘Technical Specialist, Marine (Impact & Learning)’ and indicate in your covering letter where you saw the position advertised.

The closing date for applications is 21st January 2024. Interviews are likely to take place during the week commencing 29th January 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.