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Technical Specialist, Wildlife Trade

“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.

Wildlife Trade Team

Fauna & Flora has been at the forefront of efforts to tackle unsustainable and illegal wildlife trade for almost two decades. Our practical, field-based approach revolves around putting in place effective measures on the ground to safeguard wild populations of key species from poaching for illegal trade.

There are multiple strands to Fauna & Flora's approach to this complex global issue, but they all involve working closely with our established regional programmes and network of in-country partners in order to ensure that our interventions are appropriate to the local context and sustainable in the long term. In particular, we engage communities as active and motivated partners in species protection and law enforcement, not least by strengthening community rights and helping to ensure that they have a vested interest in safeguarding wildlife. We work with governments, law enforcers and judiciary to build capacity for law enforcement and prosecution, seeking to ensure that this is supported by those living closest to wildlife. We promote leadership and aim to provide a platform for local voices to influence policy and wildlife legislation. We believe that smarter enforcement, not just tougher enforcement, is more effective in preventing crime in the longer term and are working to implement evidence-based approaches, including building on insights from conservation criminology and behavioural science. We focus on strategic long-term partnerships and collaborations with the institutions, groups and individuals who can have a significant influence on wildlife trade, either as consumers, businesses, policy makers, law enforcers or community leaders.

The team consists of five individuals who work closely with our global network to provide expertise in delivering robust approaches to understanding and preventing unsustainable and illegal wildlife trade across Fauna & Flora's project sites and partner network. We are having a direct impact on the ground in Africa, the Americas & Caribbean, Asia-Pacific and Eurasia as well as shaping global policy and innovating on approaches to addressing unsustainable and illegal wildlife trade.

The Opportunity

An opportunity has arisen to join the central Wildlife Trade team to ensure that good practice and innovation in wildlife trade approaches is effectively integrated and implemented into projects. This is a role based in our UK Headquarters providing technical input and support to our regional programmes, with an initial focus on supporting our projects in the Caribbean and Nicaragua. These projects involve working with local partners to implement interventions based on crime prevention and behaviour change techniques and to build law enforcement capacity.

A team player also able to work on your own initiative, you will have strong interpersonal and communication skills, including the ability to liaise across teams and cultures. You will enjoy applying your critical thinking to complex issues and explaining these in plain and accessible language. In

addition to essential fluency in written and spoken English, skills in relevant languages, particularly Spanish, are also desirable.

You will have excellent facilitation, training and coaching skills, ideally with experience in developing and applying blended learning materials and methods. The ability to plan, organise and prioritise workloads to meet deadlines will be a key attribute. You will be passionate about 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 and/or professional experience on unsustainable or illegal wildlife trade issues in international conservation or related field. You will have technical skills and significant experience in the development, management, implementation and monitoring and evaluation of approaches to understand and tackle unsustainable and illegal wildlife trade in a conservation context. You will understand the need for inclusive, collaborative and evidence-based approaches to preventing illegal and unsustainable wildlife trade including, but not limited to, effective crime prevention, community-level responses to illegal wildlife trade, building enforcement capacity and demand reduction.

You will be joining Fauna & Flora at an exciting time as we seek to improve our ability to design, implement, monitor and evaluate initiatives that have positive impacts on biodiversity. 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

Start Date:	1 July 2024, or as soon as possible thereafter
Duration of Contract:	Permanent
Probation Period:	Six months
Gross Salary:	£38,410 per annum
Location:	Fauna & Flora, Cambridge, UK Current policy offers partial remote working within the UK - this role is required to be in the office at least one day a week or one week a month
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: Technical Specialist, Wildlife Trade

Reports to: Head of Wildlife Trade

Key working relationships: Wildlife Trade Team
Regional Directors, Country Managers and Staff
Cross-cutting Teams in Cambridge including but not limited to those working on policy, livelihoods, social equity and rights
Members of Fauna & Flora's broader Management Team

Purpose:

To provide technical input to support species conservation and the strategic development of Fauna & Flora's approaches to addressing unsustainable and illegal wildlife trade across Fauna & Flora's regional programmes and partner network.

This role will initially focus on supporting our projects in the Caribbean and Nicaragua where we work to tackle wildlife trade of reptiles, birds and turtles for the pet trade and local consumption. The projects in these locations focus on working with local partners to implement interventions based on crime prevention and behaviour change techniques and working with local government partners to build law enforcement capacity.

Main Duties:

Technical Support & Development:

Working in close collaboration with the Head of Wildlife Trade, regional programmes and cross-cutting teams:

- Support the strategic development of Fauna & Flora's approaches to addressing illegal and unsustainable wildlife trade across Fauna & Flora's project sites and partner network.
- Provide technical input, to Fauna & Flora and partner staff in regional programmes on designing, delivering and monitoring and evaluating approaches to addressing illegal and unsustainable wildlife trade.
- Identify and develop opportunities to strengthen Fauna & Flora's response to unsustainable and illegal wildlife trade, aligned to Fauna & Flora priorities and values. This includes supporting proposal development.

- Collate, review and synthesize data to provide strategic recommendations for Fauna & Flora's regional programmes role in addressing unsustainable and illegal wildlife trade.
- Serve as an internal focal point for guidance and technical input on Fauna & Flora's approaches to tackle unsustainable and illegal wildlife trade globally.

Representation & Communications

Working in close collaboration with the Head of Wildlife Trade, regional programmes and cross-cutting teams:

- Maintain regular communication with Fauna & Flora regional, country and cross-cutting programmes to identify opportunities for development, collaboration and information sharing.
- Represent and promote Fauna & Flora's Wildlife Trade team to internal and external stakeholders (including government agencies, NGOs, for-profit entities, academic institutions, funders, donors and media) to build networks and partnerships.
- Contribute impactful content for Fauna & Flora's communications channels promoting Fauna & Flora's work addressing unsustainable and illegal wildlife trade.

Learning & Knowledge Management

Working in close collaboration with the Head of Wildlife Trade and others in the Wildlife Trade team:

- Actively build knowledge on issues regarding wildlife trade through continuous professional development, attending relevant fora, reading publications and monitoring policy developments.
- Develop and deliver tools and blended learning materials to play a lead role supporting internal learning and capacity building within Fauna & Flora and its partner organisations on issues and approaches to unsustainable and illegal wildlife trade.
- Identify, engage and mentor relevant Fauna & Flora staff, partner organisation staff and students in wildlife trade.
- Promote learning and exchange between Fauna & Flora, the Cambridge Conservation Initiative, and other relevant institutions.
- Distil and share learning and information to support an active community of practice for wildlife trade across Fauna & Flora to enhance responses to illegal wildlife trade.

Other duties:

- With the agreement of your line manager, perform any other tasks that may be requested from time to time, commensurate with skills, experience and role
- Undertake travel to relevant conferences and international meetings
- Contribute to ensuring Fauna & Flora is an effective organisation and exemplify Fauna & Flora's shared values of integrity, collaboration, commitment, inclusivity, support and respect.

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Relevant technical skills in supporting approaches to tackle unsustainable and illegal wildlife trade • Highly effective interpersonal and communication skills, including ability to work across teams and cultures • Facilitation, training and coaching skills • Ability to apply critical thinking and evidence-based decision making to complex issues • Proven ability to plan, organise and prioritise workloads to meet deadlines • Fluent written and spoken English with the ability to explain complex concepts in plain and accessible language to both technical and non-technical audiences 	<ul style="list-style-type: none"> • Proficiency in other languages relevant to Fauna & Flora, in particular Spanish
Knowledge and experience	<ul style="list-style-type: none"> • Relevant degree or equivalent qualification (e.g., conservation, social sciences, criminology, law enforcement) and/or professional experience working on unsustainable or illegal wildlife trade issues in international conservation or related field • Experience of project design, including monitoring, evaluation and learning of approaches to tackle unsustainable and illegal wildlife trade • Experience of working in partnership with government agencies, local civil society and international organisations, and of multi-partner collaborative projects 	<ul style="list-style-type: none"> • Knowledge and/or experience of addressing unsustainable and illegal trade of plants and or neglected species • Knowledge and/or experience of using Situational Crime Prevention or other criminology approaches to address unsustainable and illegal wildlife trade • Knowledge and/or experience of building law enforcement capacity for tackling wildlife crime • Experience in working in one or more countries where Fauna & Flora works (including but not limited to the Caribbean, Nicaragua)

Behavioural qualities	<ul style="list-style-type: none"> • Demonstrates Fauna & Flora’s values • Ability to work under pressure, prioritise and manage a diverse work load effectively, and to deal with challenges in a pragmatic way • Passionate about working with a wide range of different people and supporting others to develop their knowledge and skills • Flexible to respond to demands of operating across different cultures and time-zones • Open to learning and able to quickly pick up new skills • Builds positive working relationships within and across teams and with external partners • Team player also able to work independently and use own initiative • Commitment to Fauna & Flora’s mission and vision 	
Other	<ul style="list-style-type: none"> • Willingness to travel nationally and internationally, as needed 	

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 wildlife.trade@fauna-flora.org

Please mark your application '**Technical Specialist, Wildlife Trade**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Monday, 6 May 2024**. Interviews are likely to take place during the week commencing Monday, 13 May 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, by Email: jade.bedwell@fauna-flora.org

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