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Uganda Chimpanzee Monitoring & Evaluation Intern

“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.

Africa Programme

Africa's wilderness and wildlife are recognised wonders of the natural world, and its successful conservation is critical to Fauna & Flora's aim to protect and restore nature, and to ensure climate stability alongside human health and well-being. From the well-known plight of forest elephants and eastern gorillas to the less well-known but also critically threatened pygmy hippos, pangolin, okapi, lion and wild dog, from corals and seagrass beds to grasslands and forests; Fauna & Flora's Africa Programme enables the conservation action that ensures species and ecosystems can thrive and sustain life for future generations in 13 countries throughout West, Central, East and Southern Africa. In all of our operations we work with and alongside local partners, empowering locally-led solutions and focusing on the sustainable use, and the fair and equitable governance and management of natural resources as a means to effective conservation in the long-term.

Fauna & Flora has been working in Uganda virtually since our foundation well over a century ago. Since 2014, Fauna & Flora has been working to improve habitat connectivity between Budongo and Bugoma Central Forest Reserves in western Uganda, implementing community-based restoration of ecological corridors between some of the country's remaining chimpanzee strongholds. In parallel, we're working to ensure that neighbouring communities benefit from diversified incomes and reduced human-wildlife conflict by developing sustainable agroforestry and enterprise initiatives and applying human-wildlife conflict mitigation strategies.

The Opportunity

Impact monitoring plays a key role in conservation management — to ensure effective delivery of projects — and is something that donors are increasingly interested in seeing. This internship will provide an opportunity for someone at the start of their conservation career to gain experience in the design, development and implementation of robust project Monitoring Evaluation and Learning (MEL) processes, developing skills in data handling and management essential for assessing impact of project activities.

This internship will support current work to design and deliver MEL at the project level and across the Africa programme portfolio, by helping to support establishing systems and processes that enable the analysis and presentation of data gathered as part of Fauna & Flora's work in Uganda.

As part of our work in Uganda, members of the community have been collecting data on chimpanzee sightings, threats and human-wildlife conflict. However, the systems and methods used to collect this data have changed over time, making comparing data between years and identifying conservation impact achieved challenging. This inconsistency in data management is a challenge faced across Fauna & Flora that we are seeking to address.

During this internship, you will work with the Uganda team, who have been working alongside partners to conserve chimpanzees in a human-dominated landscape since 2014, and the Conservation Design & Impact (CDI) team, who aim to support and increase biodiversity conservation impact across Fauna & Flora's global portfolio and the communities and partners with whom we work. Working with both teams, you will help ensure that community-gathered chimpanzee datasets are utilised to their full potential to maximise impact of the project. You will focus on cleaning, analysing and presenting existing data, as well as ensuring that future data collection systems allow for updated analysis to be conducted quickly and easily. You will work closely with the Uganda Team to ensure that anything developed fits their current and future needs but learnings from your work will also be applied to other Fauna & Flora projects.

You will learn about the importance of impact monitoring to conservation projects, as well as specific technical skills in data analysis and presentation, in particular, geographic information system (GIS) skills. You will learn about chimpanzee conservation, particularly the issues facing the species in a subsistence farming-dominated landscape. Finally, you will learn how a busy international NGO works, and have the opportunity to build networks in the sector.

Note that this internship has been designed to create a professional development opportunity for people who are new to the conservation sector. Therefore, applicants should have less than two years paid or unpaid experience in the conservation sector (not including academic work).

This role is not eligible for sponsorship for a Skilled Worker Visa.

Terms and Conditions

Start Date: August 2024

Duration of Contract: 3 months

Probation Period: 4 weeks

Gross Salary: £22,310 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

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: Uganda Chimpanzee Monitoring and Evaluation Intern

Reports to: Technical Specialist, Biodiversity & Conservation Monitoring

Key working relationships: Landscape Manager, Albertine Rift, Uganda
Technical Specialist, Monitoring, Evaluation & Learning
Programme Manager, Africa (Partnerships & MEL)

Purpose:

The internship will support the development of a comprehensive data collection and management system that can be utilised to collect and track all Uganda chimpanzee data into the future.

Main Duties:

Collate and clean chimpanzee data using GIS software, in preparation for analysis

- Collate chimpanzee survey data
- Collate and clean community chimpanzee sightings data
- Collate and clean community Human Wildlife Conflict data

Analyse data to identify trends

- Identify trends to inform conservation interventions
- Document the analysis process so that it can be replicated and continued with additional data in the future

Present this data in a visual manner

- Assess available tools for presentation of data
- Use the preferred tool to visually present the data in a professional manner which can be shared internally and externally and updated as new information is collected.

Ensure that data visualisations will remain relevant in the future

- Work with field staff to standardise data collection forms
- Ensure that analysis and presentation of data can be easily updated

Support the ongoing development of a data collection and management system:

- Document current data collection and management systems
- Work closely with the Uganda, Africa Core and CDI teams to identify key project needs
- Populate the project's MEL framework with key datasets to enable vital historical impact analysis to support project monitoring and evaluation
- Outline a possible workplan for establishing a system that can be used by all Uganda and Africa team members to collect and analyse all future chimpanzee information

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Intermediate to advanced skills in standard computer applications, including MS Excel or Access • Awareness of either ESRI or QGIS software and a willingness to learn • Ability to plan, organise and prioritise workload • Fluent written and spoken English • Good written and oral communication skills, to both technical and non-technical audiences 	<ul style="list-style-type: none"> • Experience using ArcGIS • Experience with Survey123 or ODK
Knowledge and experience	<ul style="list-style-type: none"> • Experience of data analysis methods and software 	<ul style="list-style-type: none"> • Knowledge and/or experience of conservation in an African context
Behavioural qualities	<ul style="list-style-type: none"> • Analytically minded and detail-oriented • Open to learning and able to pick up new skills quickly • Aware of the potential personal/career impact of this internship opportunity • Demonstrates Fauna & Flora's Values • Builds positive working relationships • Team player, also able to work independently and use own initiative • Very organised with the capacity to achieve tight deadlines • Flexible to respond to demands of operating across different cultures and time-zones 	
Other	<ul style="list-style-type: none"> • Less than two years' paid or unpaid experience in the conservation sector (not including education) • Interest in and empathy with the mission and vision of Fauna & Flora • Pre-existing right to work in the UK • Available for the full duration of the internship 	

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:
 - How you qualify as an early career conservationist
 - Detail the ways in which you meet the person's specification and give examples where you can.
 - Explain what you hope to get out of the internship
- Full CV
- Contact details for two referees (who will not be approached without your permission)

Applications should be submitted electronically to africajobs@fauna-flora.org

Please mark your application '**Uganda Chimpanzee Monitoring Intern**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is 28 June 2024. Interviews are likely to take place during the week commencing 15 July 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