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Technical Specialist, Marine, Asia-Pacific

“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.

Asia-Pacific Programme

Working closely with local partners, the Asia-Pacific Programme currently includes a broad range of species and landscape targeted conservation initiatives in Cambodia, Indonesia, Vietnam, and Myanmar, and has country programme offices in Phnom Penh, Jakarta, Hanoi, and Yangon. Around 70 projects are being implemented in the region by a team of approximately 200 staff, consultants, volunteers, and partner organisations with an annual regional budget of approximately USD 10 million. The Asia-Pacific region is as diverse as it is beautiful, with a wide range of landscapes that encompass everything from frozen mountains and striking limestone towers to tropical rainforests and coral reefs. Some of the most biodiverse countries in the world are found in this region, as are many charismatic species such as the tiger, orang-utan, Siamese crocodile, Asian elephant and *Magnolia grandis*. Our work in Asia-Pacific spans the entire region; we are safeguarding vital forest, marine and wetland habitats in Myanmar, protecting critically endangered species such as the Sumatran tiger and Sunda pangolin from poachers in Indonesia, rescuing Vietnamese primates such as the cao vit gibbon from the brink of extinction, and championing the many bizarre and fascinating creatures uniquely adapted to life in limestone caves. We also help to conserve the region's threatened flora, including magnolia species and the Ziyuan fir tree.

The Opportunity

Fauna & Flora is seeking a highly experienced conservation professional to assist with the effective development, management and delivery of marine projects within the Asia-Pacific Programme (including identification and development of new projects), and to provide strategic guidance and technical support to these and other projects as required. You will become the focal point and advocate for marine conservation work for the Asia-Pacific Region, with a strong knowledge and understanding of Fauna & Flora's niche and strategy and of the work of other organisations in this space. You will develop a strong knowledge of, and engagement with, donor opportunities relating to marine conservation in the region, and will support the development of a strategic and well-funded portfolio of marine work across the Asia-Pacific Region.

You will work with Country Programme Directors and Fauna & Flora's cross-cutting technical expertise to ensure that the most appropriate technical knowledge and experience inform the design and delivery of our work.

We are looking for an individual with a demonstrated commitment to biodiversity conservation, high-level technical knowledge, excellent writing skills, and on-the-ground experience working in biodiversity conservation in South East Asia. Your ability to harness knowledge effectively from across the organisation will be essential to this role. You will be able to build collaborative relationships and working arrangements across diverse and dispersed teams, demonstrating cultural

awareness and sensitivity. You will be confident working with a diverse and remote team, partner organisations, funders, and other relevant stakeholders. 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.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Three year fixed-term contract
Probation Period:	Six months
Gross Annual Salary:	GBP 38,410 (UK-based role) USD 33,580 (Cambodia-based role)
Location:	Cambridge, United Kingdom or Phnom Penh, Cambodia
Benefits:	25 working days' annual holiday entitlement plus Public/Bank Holidays Other benefits dependent on location
Hours of Work:	This is a full-time position. Working hours will be in accordance with the host country (37.5hrs per week UK/40hrs per week Cambodia).

N.B. This is an unaccompanied position.

Job Description

Job Title:	Technical Specialist, Marine, Asia-Pacific
Reports to:	Senior Technical Adviser (Conservation Impact & Risk), Asia-Pacific
Key working relationships:	Country Programme Teams, Asia-Pacific Finance Business Partner, Asia-Pacific Director, Marine Technical Specialist, Destructive Fisheries Senior Technical Specialist, Marine Plastics Senior Technical Adviser (Conservation Impact & Risk), Asia-Pacific Marine Working Group Development and Communications Teams
Purpose:	<ul style="list-style-type: none">• Provide key input to the effective design and delivery of marine projects within Asia-Pacific through direct technical advice and input and through actively enabling the integration of skills, knowledge and experience from across the organisation• Carry out technical assessment of potential projects within Asia-Pacific in line with Fauna & Flora strategy, taking into consideration feasibility, conservation impact and long-term

sustainability, and advise the Director of Operations, Asia-Pacific accordingly

- Support Marine Programme/Project Managers throughout the Asia-Pacific Region, ensuring appropriate and adequate Monitoring, Evaluation & Learning (MEL) is in place for projects, in close collaboration with the UK MEL team
- Provide technical guidance to the design of major new or existing projects or programmes and the development of major new fund-raising opportunities

Responsibilities:

Technical Delivery

- Assist in-country teams with the management and administration of marine projects on a day-to-day basis, working with the Director of Operations, Asia-Pacific to agree targets and work plans for marine projects, taking into account Fauna & Flora's ethos, approaches to project implementation, as well as specific grant agreement requirements
- Support Fauna & Flora, partner and other local team members to ensure project objectives are in accordance with the strategic objectives of Fauna & Flora's marine and regional programmes
- Help develop project budgets in consultation with the Finance Business Partner, Asia-Pacific, in line with agreed work plans, Fauna & Flora's financial management system and policies, and specific donor requirements and ensure financial tracking and oversight of these budgets in accordance with Fauna & Flora financial management policies and procedures
- Help to ensure that projects comply with Fauna & Flora operating standards, policies and procedures, and with contract and grant requirements; and that field operations are conducted to a high standard of health, safety, welfare, environmental good practice and cultural sensitivity in consultation with the Senior Technical Adviser (Conservation Impact & Risk), Asia-Pacific
- Build and maintain key partnerships and relationships with in-country programme stakeholders and primary partners, including coordinating the work of, and maintaining regular communications and liaison with, project staff, consultants and partners involved with these marine projects
- Conduct frequent site visits to projects for consultation, planning, technical and implementation support, and monitoring of activities
- Where necessary and appropriate, ensure that appropriate agreements or MOUs are in place to support in-country or international working relationships or partnerships
- Take responsibility for ensuring delivery (including a large writing component) of specific reports to donors and clients within agreed internal and external deadlines, and fulfil Fauna & Flora internal reporting procedures
- 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
- Support with the data analysis and writing of scientific publications on Fauna & Flora's research conducted by local research teams
- Liaise with the Director, Marine and the Communications team to ensure effective internal and external representation of Asia-Pacific regional marine projects

Learning

- In collaboration with the Technical Specialist, Marine (Impact & Learning) and MEL team, ensure that strong monitoring and evaluation frameworks are in place for all projects and support the analysis of monitoring data and dissemination of lessons learnt from all projects

- Maintain relations with other Fauna & Flora staff working on marine projects through regular engagement and exchange with the Marine Working Group
- Provide mentoring and share skills and knowledge to develop internal capacity within the Asia-Pacific team and across Fauna & Flora
- Work collaboratively with colleagues across Fauna & Flora to capture learning and keep abreast of new and emerging issues in order to shape conservation responses across the Asia-Pacific and other Fauna & Flora programme areas and themes
- Work with the Director of Operations, Asia-Pacific, and Communications Teams to ensure coordinated communication about Fauna & Flora's marine work in Asia-Pacific
- Maintain regular communications with the Director of Operations, Asia-Pacific; and Director, Marine; swiftly bringing to their attention any issues that may affect operations and delivery

Development

- Identify new marine opportunities within the region, and ensure these are reviewed in line with agreed strategic plans and Fauna & Flora project cycle systems
- In collaboration with the Director of Operations, Asia-Pacific; Director, Marine; and in-country teams, provide key input to the strategic planning and development of marine projects within the region in line with Fauna & Flora's marine and regional strategies, using a Theory of Change approach to ensure robust project design
- Maintain awareness of other marine initiatives in countries of Fauna & Flora operation within the region, identifying key players, areas and focus of operation and emerging gaps
- Work with Fauna & Flora's Fundraising team and the Statutory Funding Team to proactively identify fundraising opportunities for existing and new projects, and develop tailored proposals for them, working with the Finance Business Partner to ensure accurate budgeting, staff and overhead charging and cost recovery; ensure resulting contracts or grant agreements comply with Fauna & Flora operating standards and implementation conditions in the region
- Work with the Fundraising team and other staff across the organisation to develop and nurture relationships with prospective and existing funders and donors, ensuring open and regular communication with them, including developing an enhanced network of contacts within organisations working in, and providing funding for, marine conservation in Asia-Pacific
- Support partners to develop funding proposals for marine conservation activities, in consultation with the Fundraising team and the Statutory Funding team
- Contribute to the development or review of Fauna & Flora's marine conservation strategy in the region and globally, as needed, feeding in knowledge and information on the regional marine conservation landscape including emerging opportunities, constraints or relevant initiatives by other stakeholders

General

- Contribute impactful content for Fauna & Flora's communications channels
- With agreement of Line Manager, perform any other tasks that may be requested from time to time that are appropriate to skills and experience, including broader representation of Fauna & Flora

Person Specification

	Essential	Desirable
Skills, Knowledge and Experience	<ul style="list-style-type: none"> • Proven technical competency in marine biodiversity conservation • Excellent organisational skills, with structured and methodical approach to work and a clear focus on results • Financial management and numeracy skills, including budgeting and reforecasting at an appropriate level • Excellent written communication skills, including report and proposal writing and strong verbal communication skills • Ability to prioritise and manage time effectively • Confident and proficient in the use of MS Office • Fluency in English (spoken and written) • Advanced degree or equivalent qualification or experience in biodiversity conservation or related science/social science • Substantial professional experience in biodiversity conservation, including field work • Proven experience in project management, design, development, implementation, impact monitoring and evaluation • Experience of providing technical input and support to the work of others • Proven grant management experience 	<ul style="list-style-type: none"> • Language relevant to Asia-Pacific • Facilitation skills • Scientific article writing • Experience of working in SE Asia, particularly Indonesia • Experience working with government agencies, communities and community-based organisations, partner NGOs and for-profit entities • Proven fundraising record
Behavioural qualities	<ul style="list-style-type: none"> • Demonstrates Fauna & Flora's values • Team player, demonstrating ability to seek out and harness the views and contributions of others • Strong cultural awareness and sensitivity • Builds positive personal and organisational relationships, working and communicating effectively across teams and disciplines, showing commitment to inclusivity • Ability to work under pressure • Ability to deal with challenges in a positive way • Proactive and pre-emptive approach to work 	

	<ul style="list-style-type: none"> • Demonstrates readiness to adapt to continuously changing priorities 	
Other	<ul style="list-style-type: none"> • Ability to undertake international travel to Cambodia, Indonesia, Vietnam, Myanmar, UK and other countries when required 	

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 asia-pacific@fauna-flora.org.

Please mark your application '**Technical Specialist, Marine, Asia-Pacific**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Sunday 3 November 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 Bethan New, People Officer, International on bethan.new@fauna-flora.org.

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