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## **Technical Specialist (Marine) Eurasia**

“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.

## Eurasia Team

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. Within this portfolio FFI is strategically placed to influence and support effective management of several national marine protected area networks - at various stages of development – for the benefit of people and nature.

## Eurasia Marine Team

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:

- marine focussed projects 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
- marine focussed projects managed directly by our in-country partners, with the Eurasia marine team feeding in leadership and technical advice to both Fauna & Flora and partner teams on project development and implementation.

# The Opportunity

An opportunity has arisen for you to join Fauna & Flora's Eurasia Marine team to provide expert technical support to the Eurasia Marine Programme. This is a role based in our UK Headquarters providing technical input and support to our regional programmes and partners, with a focus on supporting marine protected area projects.

You will hold a relevant degree or equivalent qualification and/or equivalent professional experience in marine ecology and conservation. Experience in marine protected area development, monitoring and management will be an advantage. You will be experienced in initiating, coordinating and supporting complex marine species and habitat research and monitoring, with proven experience of project design, data management and analysis for impact monitoring and evaluation.

You will have an excellent understanding and knowledge of marine and coastal conservation alongside a determination to tackle the issues facing the world's marine species and habitats. You will have significant experience of working within challenging environments in low and middle income countries to deliver positive change, and will understand the need for inclusive, collaborative and evidence-based approaches to marine conservation

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 Portuguese, are also desirable. You will have strong verbal and written communication abilities, including scientific writing skills, and experience in communicating conservation science to a range of audiences.

The ability to plan, organise and prioritise workloads to meet deadlines will be a key attribute. You will have excellent training and coaching skills, ideally with experience in developing and applying blended learning materials and methods. 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 be joining Fauna & Flora at an exciting time as we work with partners to influence and support the effective management of several national marine protected area networks to meet countries' 30X30 aspirations. 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

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	Permanent
<b>Probation Period:</b>	6 months
<b>Gross Salary:</b>	£39,640 per annum
<b>Location:</b>	Fauna & Flora, Cambridge Current policy offers partial remote working within the UK
<b>Benefits:</b>	<p>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 &amp; Flora UK offices are closed</p> <p>For employees on UK-based contracts, Fauna &amp; Flora currently provides a pension contribution of 8% of salary after 3 months' continuous employment.</p> <p>Group Life insurance, currently set at a benefit of 4 x basic salary</p>
<b>Hours of Work:</b>	This is a full-time position, working 37.5 hours per week, Monday to Friday inclusive.

# Job Description

**Job Title:** Technical Specialist (Marine), Eurasia

**Reports to:** Senior Technical Specialist (Marine), Eurasia

**Key working relationships:** Programme Manager (Marine), Eurasia  
Programme Officer (Marine), Eurasia  
São Tomé & Príncipe Seascapes Project Manager  
São Tomé & Príncipe Seascapes Project Officer  
Senior Programme Manager, Eastern Atlantic Islands, Eurasia  
Finance Business Partner, Eurasia  
Programme Assistant, Eurasia  
Project Managers, Eurasia  
Partner organisations  
Cross-cutting teams (e.g. Science & Design; People & Nature;  
Climate & Nature Linkages; Capacity & Leadership)

## **Purpose:**

Working as part of the Eurasia marine team:

- Provide key input to the effective design and delivery of marine projects within the Eurasia team through direct technical advice and through actively enabling the integration of skills, knowledge and experience from across the organisation
- Develop and support technical capacity within partner organisations for marine projects.
- Deliver key data-related tasks within projects, particularly for impact monitoring, in collaboration with Fauna & Flora colleagues and partners
- Ensure robust data management across the regional marine portfolio and that project data informs learning and lessons sharing to improve Fauna & Flora and partner practice
- Provide technical guidance to the design of new or existing marine projects or programmes and the development of new fund-raising opportunities

## **Responsibilities:**

### **Technical delivery**

- Take responsibility for technical components of major projects, in coordination with project and partner staff, ensuring outputs are technically robust and delivered on time
- Write specific reports to donors within agreed internal and external deadlines and help fulfil Fauna & Flora internal reporting procedures including annual reports, ensuring robust presentation of project data
- Advise and support project staff and partners to deliver robust research design, advising and/or facilitating necessary input via Fauna & Flora cross-cutting teams, academic collaborators or other experts, to ensure a high quality of scientific output
- Undertake desk-based research, compiling and evaluating information and presenting findings to directly inform project implementation and programme priorities
- When necessary to strengthen technical delivery of projects, identify, secure and contract consultants in accordance with institutional and donor requirements
- Ensure that proposals, papers and other project reports or learning documents produced by programme staff are of a high standard and are technically credible
- Support partners to produce scientifically robust project outputs

- Help to ensure that research focused components of projects comply with Fauna & Flora operating standards, policies and procedures, and with contract and grant requirements; and help to ensure that field operations are conducted to a high standard of health, safety, welfare, environmental good practice and cultural sensitivity
- 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

### **Monitoring and Learning**

- Lead on impact monitoring for all Eurasia marine projects, supporting project teams and partners to maintain project related data to enable tracking of conservation impact, including tracking and reporting against donor specific indicators and baselines
- Be the Eurasia marine focal point for internal and external lessons sharing, compiling lessons to inform Fauna & Flora and partner practice and help promote a culture of learning from both failures and successes
- Guide the collection, compilation and analysis of project data and review data or reports to enable project teams and partners to produce a high standard of scientific outputs (e.g. technical reports, papers) to inform practice
- Coordinate the compilation of project evidence in line with project monitoring frameworks and donor requirements, including for donor technical audits
- Work with partners and Fauna & Flora staff to ensure project data is adequately stored on Fauna & Flora systems and shared in accordance with donor requirements
- Strengthen partner capacity on data management and analysis through regular guidance and where appropriate, facilitation of specialist capacity building support (e.g. from Fauna & Flora cross-cutting teams)
- Work collaboratively with colleagues across Fauna & Flora to both capture and share learning and apply cross-organisational approaches and lessons to shape conservation responses within the Eurasia region and beyond
- Identify, engage and mentor relevant Fauna & Flora and partner organisation staff in marine conservation

### **Programme Development**

- Apply knowledge of marine conservation to Eurasia marine programme planning, including discussion on fundraising priorities and project strategies
- Support the Eurasia team to pursue new marine funding opportunities within the region, and ensure these are reviewed in line with agreed strategic approaches and apply internal learning and global best practice
- Lead on the development and writing of specific project proposals, particularly those for data and evidence driven donors, in coordination with the relevant fundraising team
- In areas of relevant expertise support partners to develop funding proposals for marine conservation activities
- Develop collaborations to strengthen technical delivery in priority geographies if/when in-house expertise is unavailable and specialist knowledge or methods are required
- For academic collaborations, in consultation with the Legal Team, negotiate and agree data sharing agreements aligned with Fauna & Flora and donor requirements
- Contribute technical knowledge to project budget development
- Lead on communication of scientific outputs and support partners in sharing their own results

to help build their profile and credibility

**Other**

- Work with partners to represent project work at relevant technical conferences and meetings.
- Support wider internal communications across Fauna & Flora channels including participating in and contributing to Eurasia regional meetings and workshops as required
- Conduct site visits and meetings for consultation, planning and technical support and work collaboratively to resolve any problems
- With agreement of your Line Manager, carry out any other reasonable duties which are consistent with the role

## Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills, Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Relevant technical skills in a marine biological or social science, including research design, data management and analysis for impact monitoring.</li> <li>• Highly effective interpersonal and communication skills, including ability to work across teams and cultures</li> <li>• Excellent training, coaching and mentoring skills</li> <li>• Ability to apply critical thinking and evidence-based decision making to complex issues</li> <li>• Proven ability to plan, organise and prioritise workloads to meet deadlines</li> <li>• Fluent written and spoken English with the ability to explain complex concepts in plain and accessible language to both technical and non-technical audiences</li> <li>• Relevant degree or equivalent qualification (e.g. environmental science; ecology and conservation; marine social science) and/or equivalent professional experience working in applied marine research, international marine conservation or related field.</li> <li>• Excellent understanding and knowledge of marine and coastal conservation issues.</li> <li>• Experience of project design, including monitoring, evaluation and learning.</li> <li>• Experience of report writing</li> </ul>	<ul style="list-style-type: none"> <li>• Proficiency in other languages relevant to Fauna &amp; Flora, in particular Portuguese or Turkish.</li> <li>• Practical experience of marine protected area development, monitoring and management.</li> <li>• Experience of using protected area monitoring software, such as Spatial Monitoring And Reporting Tool (SMART) and GIS packages</li> <li>• Proficiency in using the Management Effectiveness Tracking Tool (METT).</li> <li>• Experience of managing and tracking research budgets.</li> <li>• Experience in working in one or more countries where the Fauna &amp; Flora Eurasia Marine team currently supports projects (including but not limited to Eastern Atlantic Islands, Türkiye).</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience of working in multi-partner collaborative projects with government agencies, local civil society and international organisations.</li> </ul>	
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Demonstrates Fauna &amp; Flora's values</li> <li>• Resourceful and solutions-focused approach</li> <li>• Excellent team player with the ability also to work well under own initiative</li> <li>• Passionate about working with a wide range of people and supporting others to develop their knowledge and skills</li> <li>• Highly collaborative and able to build effective working relationships within and across teams</li> <li>• Shows cultural awareness and sensitivity</li> <li>• Willingness to learn and acquire new knowledge/skills</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Commitment to Fauna &amp; Flora's mission and vision</li> <li>• Willingness to travel internationally if and when required</li> </ul>	<ul style="list-style-type: none"> <li>• Previous experience of working effectively in challenging environments within low and middle-income countries.</li> </ul>

## 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 [Yumi.Turnbull@fauna-flora.org](mailto:Yumi.Turnbull@fauna-flora.org)

Please mark your application '**Technical Specialist (Marine), Eurasia**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Sunday, 27 April 2025**. Interviews are likely to take place during the week commencing **Monday, 12 May 2025**.

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](mailto:jade.bedwell@fauna-flora.org)

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