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Technical Specialist, Governance, Equity & Rights

“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.

People & Nature Programme

The People & Nature programme focuses on people-centred and place-based approaches to deliver socially just and tangible conservation outcomes that are environmentally, socially and economically sustainable. With a range of technical expertise, the programme works across the three interrelated themes of Governance, Equity & Rights, Enterprise, and Agriculture.

The programme's work is central to Fauna & Flora's delivery of conservation that supports rightsholders and other stakeholders to achieve sustainable conservation outcomes. We promote approaches that are co-designed and led by indigenous peoples and local communities, and support the creation of the necessary tenurial, governance, structural and economic conditions for these to succeed.

Improving equity, recognising and respecting rights and increasing governance quality are all critical foundations for the achievement of conservation outcomes that are sustainable in the long-term, together with enabling the generation of the revenues needed to support both people and conservation. Taking these issues into account, our support to projects and partner organisations to build livelihoods and to deliver sustained local finance for conservation is delivered through a variety of approaches that are adapted to and driven by a good understanding of local contexts and priorities. These include agroecology, market systems development, nature-positive enterprise development and local sustainable finance mechanisms.

Our Governance, Equity and Rights focused staff have substantive expertise in community-centred conservation, good governance, social equity and gender. These skills are applied within projects to ensure technically strong and holistic approaches to biodiversity conservation that respect human rights and contribute to wellbeing and social equity across Fauna & Flora's project sites and partner network.

The Opportunity

Fauna & Flora strives to ensure that our conservation goals are achieved equitably, respect human rights and contribute to human well-being. An opportunity has arisen for a Technical Specialist to join the People & Nature programme to support the development and implementation of equitable, rights-based and good governance approaches with a particular focus on Fauna & Flora's Eurasia regional programme. Work is shared across the team according to specific technical expertise and workloads, so support to other regional programmes and teams will be required at certain times.

The primary focus of the role is to support, develop the capacity of, and exchange learning with in-country project staff, partners and other local actors to co-create, implement and learn from projects which deliver equitable and well governed outcomes that improve both human well-being and ecological systems.

You will be a team player with excellent technical skills and relevant international experience. Sound technical knowledge and experience of applying rights-based approaches in conservation contexts is a pre-requisite. You will ideally have experience of applying a range of social science research methods in a conservation context, with proven experience in capacity development, project design, and monitoring, evaluation and learning (MEL).

You will have excellent 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 fluency in written and spoken English, skills in relevant languages are also desirable.

You will have excellent facilitation, training and coaching skills. The ability to plan, organise and prioritise workloads to meet deadlines will be a key attribute.

You should hold a relevant degree or equivalent qualification or experience in international conservation, social sciences, natural resource management or similar field. You will have knowledge of international human rights standards as they apply to conservation, and ideally knowledge and experience of social safeguards.

You should 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 have experience of working in a cross-cultural environment and experience in applying your skills to a conservation, development or natural resource management context in less developed countries.

Fauna & Flora is part of Cambridge Conservation Initiative in the David Attenborough Building, providing a great platform for collaboration with other conservation organisations and University of Cambridge departments and institutions. You will be joining a diverse team with global responsibilities at an exciting time as we seek to improve our ability to design, implement, monitor, evaluate and learn from initiatives that have positive impacts on biodiversity while at the same time respecting the rights of Indigenous peoples and local communities and contributing to human well-being and social equity.

This position will be based in Cambridge with international travel as required to meet project needs.

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

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Permanent
Probation Period:	Six months
Gross Salary:	£39,640 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

Job Description

Job title: Technical Specialist, Governance, Equity & Rights

Reporting to: Senior Technical Specialist, Gender

Key working relationships: Senior Technical Specialists, Social Equity & Rights
Technical Specialist, Social Safeguards
Governance, Equity & Rights Specialists (Cross-cutting and Regional)
Other members of the People & Nature team
Regional Directors and Programme Managers
Design & Impact Team
Relevant cross-cutting team members in Conservation Capacity & Leadership, Climate-Nature Linkages, Business & Nature and Wildlife Trade

Purpose:

The primary focus of the role is to support, develop the capacity of, and exchange learning with in-country project staff, partners and other local actors to co-create, implement and learn from projects which deliver equitable and well governed outcomes that improve both human well-being and ecological systems.

Responsibilities:

Implementation & Management

- Be a regional team focal point, providing direct technical input and capacity development support to in-country teams on the social dimensions of conservation interventions, including project design, implementation and social safeguards.
- Identify individuals within regional teams and associated partner organisations to mentor and develop the skillsets necessary to deliver conservation projects in line with Fauna & Flora's commitments to human rights, good governance and social equity.
- Be the team's co-focal point on MEL, working closely with People & Nature colleagues and our Design & Impact team to contribute to the development of and application of social science research methods from design and implementation to analysis, learning and reporting.
- Co-lead on strengthening regional teams' and partners' capacity to monitor and assess the positive and negative impacts of their work on wellbeing, equity and governance, including through use of tools, templates, training and other guidance.
Support regional and/or People & Nature team staff who are leading or supporting livelihoods and/or enterprise and finance initiatives to ensure that they take a holistic approach and consider rights, governance and social equity issues in their conception and implementation.

Development & Fundraising

- Proactively seek funding opportunities and work with regional teams and other relevant colleagues to develop technically robust, high quality funding proposals that include appropriate social indicators, activities and budgets.
- Ensure that social issues including safeguard measures are adequately assessed and integrated into new project design.

Learning, Knowledge Management and Communications

- Work closely with other Technical Specialists, including those working on social safeguards and gender, to ensure that in-country practice and experience informs the development of guidance, training, and systems grounded in the realities of the wide range of contexts in which Fauna & Flora works.
- Develop and apply position papers, tools, guidelines, briefing papers and blended learning materials to support internal and external learning and capacity-exchange.
- Contribute to internal and external information-sharing and discussion platforms, including team pages on Fauna & Flora's intranet, Viva Engage and external [website](#).
- Proactively engage with external stakeholders and peers to ensure that Fauna & Flora is kept abreast of emerging trends and good practice, and ensure that knowledge gained is available across Fauna & Flora and our partners.
- Represent Fauna & Flora's work to relevant external audiences to share learning, raise our organisational profile, and identify opportunities for new collaborations and funding opportunities.
- In close collaboration with the Communications Team, develop appropriate content for Fauna & Flora's key communications channels.

Other

- Work in full compliance with Fauna & Flora protocols, ensuring work is done to high quality and within budget.
- With agreement of your Line Manager, carry out any other reasonable duties which are consistent with the role.

Person Specification

	Essential	Desirable
Skills, knowledge and experience	<ul style="list-style-type: none"> • Proven expertise in supporting rights-based and community- driven conservation approaches • Excellent interpersonal and communication skills (written and verbal), including ability to work across teams and cultures • Ability to apply critical thinking to complex issues • Facilitation, training and coaching skills • 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 • Relevant degree or equivalent qualification or professional experience • Significant professional experience working on social issues in an international conservation, natural resource management or similar field • Practical experience of developing and applying social monitoring, evaluation and learning to field projects • Knowledge of the social aspects of Environmental and Social Management Systems (ESMS) • Knowledge and experience of international human rights standards and rights-based approaches as they apply to international conservation or similar sector • Experience of capacity-development, training and mentoring, face-to-face and remotely 	<ul style="list-style-type: none"> • Skills in relevant languages e.g. Russian • Development and delivery of blended, online or virtual learning materials and methods • Experience of working in one or more countries where Fauna & Flora supports or delivers work in Eurasia (Tajikistan, Kyrgyzstan, Kazakhstan, Uzbekistan, Georgia, Turkey, Romania, and Scotland) • Experience working remotely with a geographically dispersed group of colleagues and partners • Experience of applying Social Management Systems to a conservation context
Behavioural qualities	<ul style="list-style-type: none"> • Demonstrates Fauna & Flora's values • Able to work under pressure, prioritise and manage a diverse workload, and deal with challenges in a pragmatic way • Self-starter, able to work well under own initiative • Passionate about working with a wide range of different people and supporting others to develop their knowledge and skills 	

	<ul style="list-style-type: none"> • Open to learning and able to quickly pick up new skills • Builds effective working relationships within and across teams • Culturally sensitive • Team player, demonstrating ability to seek out and harness the views and contributions of others 	
Other	<ul style="list-style-type: none"> • Commitment to Fauna & Flora’s mission and vision and desire to make a difference • Ability to undertake regular international travel • Pre-existing right to work in the UK 	

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 Amy.Ainsworth@fauna-flora.org

Please mark your application ‘**Technical Specialist, Governance, Equity & Rights**’ and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Monday, 5th May 2025**. Interviews are likely to take place in the week commencing 12th 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

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