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Senior Technical Specialist, Enterprise & Livelihoods

“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

Working at the intersection of environment and development, the People & Nature programme focuses on people-centred conservation approaches that are environmentally, socially and economically sustainable. Supporting regional programmes in Asia-Pacific, Africa, Eurasia, and the Americas & Caribbean, our work is central to Fauna & Flora's support for locally led and sustainable conservation outcomes.

Our diverse team of technical experts focus on three inter-related areas - Enterprise, Agriculture, and Governance, Equity & Rights. Central to this is our role in projects that build sustainable livelihoods, that contribute to the development of socio-bioeconomies, and enable access to finance for equitable conservation. Underpinned by enabling good governance, we use diverse and complementary approaches, including agroecology, market systems development and nature-positive enterprise incubation that promote locally led co-design and implementation.

Our Enterprise team collaborates with indigenous peoples, local communities, entrepreneurs, private sector partners, supply chain actors, and investors to develop financially viable enterprises that benefit people, nature and climate. We work across multiple sectors including agriculture, forest products, tourism, and the blue economy. To enhance our impact, we also drive innovations for site-based conservation finance, including insurance and biodiversity funds, encouraging effective and equitable private sector involvement in local conservation efforts

The Opportunity

Fauna & Flora is seeking qualified candidates for the position of Senior Technical Specialist, Enterprise & Livelihoods. This strategic role is key to shaping and advancing enterprise development and fostering the creation of socio-bioeconomies, that sustain productive, conserved and diverse landscapes whilst creating economic and social value.

Working holistically at the interface between global nature finance and local economies, you will develop practical solutions that directly benefit people, nature and climate.

You will both build on past initiatives and champion new approaches for enterprise development as a means for enabling and financing conservation, enhancing sustainable livelihoods and co-creating benefits for local partners, including indigenous peoples, communities and other stakeholders across our global programme.

You will have advanced expertise in business development and entrepreneurship, with experience in incubating and scaling enterprises, facilitating international market access, and forging impactful private-sector partnerships.

Excelling at engaging with diverse teams, stakeholders, and cultures—from rural entrepreneurs to corporate investors— you will be confident in explaining complex business concepts in clear and accessible ways.

You will be an inspiring team leader, motivating the achievement of goals, as well as facilitating workshops, providing training, and coaching others to success. You will be a strategic and systems thinker, with excellent planning and organisational skills to manage multiple priorities and meet deadlines. You will have significant experience applying business skills in conservation, development, or natural resource management in developing countries.

Fluency in English is essential, with French being highly desirable. Knowledge of languages like Bahasa, Swahili, Russian, Portuguese, or Spanish would be a plus.

Why Join Fauna & Flora?

- **A Hub of Innovation:** Be part of the Cambridge Conservation Initiative, collaborating with leading conservation organisations and University of Cambridge institutions.
- **Global Impact:** Work with a diverse, passionate team making a real difference for nature and communities worldwide.
- **Dynamic Work Environment:** Based in Cambridge with international travel opportunities, this is a chance to grow your career while supporting ground-breaking conservation efforts.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Permanent
Probation Period:	Six months
Gross Salary:	£50,775 – £61,470 per annum (depending on skills and experience)
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:	Senior Technical Specialist, Enterprise & Livelihoods
Reports to:	Director, People & Nature
Line Manages:	Technical Specialist, Enterprise (x2)
Key working relationships:	People & Nature team Programme Managers (Cross-cutting and Regional) Enterprise Specialists (Regional) Cross-cutting teams including but not limited to those working on policy, sustainable finance, business & nature, climate & nature and capacity Fundraising team Finance Business Partner, Cross-cutting Programmes Global Conservation Director

Purpose:

To take a leading and strategic role in shaping and delivering Fauna & Flora's work on enterprise development as a means for enabling and financing conservation, enhancing sustainable livelihoods and co-creating benefits for local partners, including indigenous peoples, communities and other stakeholders across our global programme.

Responsibilities:

Strategic Development

- Under the direction of the Director, People & Nature, lead the strategic development and implementation of Fauna & Flora's work on enterprises and local sustainable finance mechanisms across our project sites and partner network
- Taking a landscape and systems view, work with the Director, People & Nature to develop Fauna & Flora's approach to supporting the development of socio-bioeconomies that align and enable sustainable development and nature recovery priorities
- Play a primary role in setting the direction for Fauna & Flora's work on enterprise development and, through close collaboration with technical staff across Fauna & Flora's Conservation Programme, ensure coherent and impactful conservation practice in this theme of work
- Develop and draw on a diverse portfolio of contacts within key natural resource-based business sectors relevant to target project areas, including agriculture, fisheries, forestry, wild foods and tourism, actively engaging with opportunities in these sectors.

Technical Support

- Lead and shape the provision of technical expertise that incubates and accelerates practical and impactful conservation enterprises for Fauna & Flora's projects.
- Lead the development of local finance mechanisms to support enterprise development, such as micro-loans, insurance, and other instruments.
- Assist regional teams and partner organisations to identify, assess, fund and implement enterprise and associated finance opportunities across multiple sectors including agriculture, fisheries, forestry, wild foods and tourism

- Identify opportunities for scaling the impact of Fauna & Flora's enterprise work through replication, aggregation and related market system interventions.
- Facilitate engagement with potential private sector partners, supporting negotiation of joint venture opportunities, offtake agreements and other commercial partnerships as required.
- Identify and develop opportunities to strengthen and broaden Fauna & Flora's approaches to enterprise development and fostering of socio-bioeconomies, including the provision of strategic recommendations for Fauna & Flora's regional programmes

Management

- Apply senior technical input to the development of programme budgets and management of People & Nature funds, ensuring adherence to Fauna & Flora's financial management system and policies and to specific donor requirements
- Line manage designated staff through clear objective setting, continuous performance management, annual appraisal, training provision and personal development planning to ensure effective and timely delivery of programmes of work
- Work with the Director, People & Nature and other senior team members to deliver coherent, collaborative and holistic approaches within the People & Nature portfolio
- Actively develop and maintain strong working relationships with all Fauna & Flora programme teams to ensure a coordinated and consistent approach to enterprise work globally

Programme Development:

- Secure access to diverse sources of funding, including leading and providing technical input to funding proposals
- Collaborate with Fauna & Flora colleagues and partners on the development and writing of project proposals that result in well-structured, feasible and impactful enterprise-driven interventions
- Support enterprises to access grants and investment (philanthropic or risk-based) where required to enable enterprise incubation and growth, establishing and maintaining relationships with wide range of funding partners.

Learning and knowledge exchange

- Work with Fauna & Flora teams to identify local implementing partners for enterprise development, and support required capacity building
- Proactively identify individuals within the Fauna & Flora or partner organisations to mentor and develop the necessary skillsets for assured and impactful delivery of enterprise-related projects
- Supervise and actively engage in the monitoring and evaluation of enterprise related projects, to inform learning, adaptive management and ongoing development
- Develop and participate in knowledge sharing and capacity building on enterprise-related topics within Fauna & Flora and partners through supporting site visits, workshops, and internal and external communications
- Undertake continuous professional development and maintain appropriate awareness of other relevant and inter-related technical areas

Communications

- Lead on the development of internal and external communications related to enterprise, including the documentation of learnings from ongoing work, to significantly enhance the internal body of knowledge and inform similar projects within the Fauna & Flora portfolio, and also benefit and influence peers within the sector
- Represent Fauna & Flora on enterprise development, internally and externally, including maintaining relationships with collaborating institutions

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

Person Specification

	Essential	Desirable
Skills, knowledge and experience	<ul style="list-style-type: none"> • Knowledge and established networks in at least one of the following sectors: agroforestry, tourism, blue economy, agriculture, wild foods, forestry • Advanced skills in evaluating market opportunities, developing and implementing business strategies, financial modelling and management, assessing risks, and measuring the impact of business decisions. • Training and mentoring skills in enterprise development and sustainable finance for conservation • Significant track record of developing purpose-led enterprises designed to achieve positive social and/or conservation impacts in developing economies • Ability to apply critical thinking and analytical skills to complex issues, including the interplay between economic development, society and the environment • Outstanding interpersonal skills, to work well within a small and focused team as well as interact effectively with international project stakeholders. • Proven project management skills: work planning, stakeholder management, financial and activity reporting. • Experience of managing and mentoring staff • Substantive experience in developing successful funding proposals across a range of sources • Degree or equivalent level qualification or equivalent professional experience in business, finance, economics, development studies or other relevant discipline • Fluency in written and spoken English 	<ul style="list-style-type: none"> • Fluency in written and spoken French, and other language skills relevant to Fauna & Flora's work e.g., Spanish, Portuguese, Bahasa, Swahili or Russian • Experience working with impact investment funds. • Experience with inclusive finance products such as micro-loans or insurance products • Experience of working in countries where Fauna & Flora supports projects
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 • Passionate about working with a wide range of different people and supporting others to develop their knowledge and skills • An inquisitive, reflective and agile team player who pro-actively engages with new opportunities • Flexible to respond to demands of operating across different cultures and time-zones 	

Other	<ul style="list-style-type: none"> • Commitment to and empathy with Fauna & Flora's mission and vision • Openness to learning and innovation • Willingness to travel internationally, including to remote areas • Pre-existing right to work in the UK 	
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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 '**Senior Technical Specialist, Enterprise**' and indicate in your covering letter where you saw the position advertised.

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

No agencies please.

Previous applicants need not apply.

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