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Technical Officer (Nature Positive), Business & Nature

“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.

Business & Nature Programme

We are facing a biodiversity crisis like never before. Protecting and restoring our natural world is an urgent and huge task, and business has a critical role to play in achieving this.

Our Business and Nature Programme works with leading global businesses to shape and implement best practice towards a nature and people positive future. Together we seek to achieve transformational change and influence – for our corporate partners, our in-country conservation efforts and wider global initiatives.

Our work is wide-ranging and includes creating nature positive ambitions, developing strategies and action plans, understanding the relationship between nature and wider sustainability objectives, advising on supply chain approaches, implementing landscape initiatives, fostering collaborations, establishing KPIs and biodiversity metrics, capacity building, and ensuring that ambition translates into practical action.

We work with a diversity of impactful sectors that reflect the landscapes we work in around the world; including food and beverage, renewable energy, mining, tourism and infrastructure.

We are a diverse, committed and energetic team; and are well respected for our strong technical skills, and our ability to provide advice and expertise grounded in grass roots conservation. We work closely with Fauna & Flora's regional and partner teams on the ground, and with our other cross-cutting technical teams, particularly the teams working on climate-nature linkages and local enterprise.

Our ambition is to continue to grow our Business & Nature Programme in response to the fast-evolving opportunities for the private sector to work with others to halt and reverse nature loss.

The Opportunity

We are looking for a passionate and motivated individual to join our team as Technical Officer (Nature Positive), to support the work of our Business & Nature team including the development of corporate nature strategies, supply chain frameworks and landscape initiatives for nature.

This position presents an exceptional opportunity to work with leading global businesses and other stakeholders to translate nature ambition into practical on the ground impact. You will get involved in wide ranging projects and activities, across different geographies and sectors including mining, renewable energy, food and agriculture, and tourism. You will be presented with opportunities to grow your knowledge and experience of the business and nature field through the practical application of fast evolving frameworks, models and concepts.

A collaborative and dynamic team player, you will have an excellent skillset in research and analysis, written and verbal communication, and relationship building. You will have a good understanding of the international landscape for business and nature, the role of the private sector in halting and reversing nature loss, and the interconnections between nature and wider sustainability issues.

In return we offer the opportunity to work for a ground-breaking organisation at the forefront of global conservation with generous pension contribution, attractive annual leave allowance, life insurance and salary exchange schemes.

Our offices are located in The David Attenborough Building 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.

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

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Permanent
Probation Period:	Six months
Gross Salary:	£32,515 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. Part-time hours may be considered with a minimum of 22.5 hours of time.

Job Description

Job Title: Technical Officer (Nature Positive), Business & Nature

Reports to: Senior Technical Specialist, Business & Nature Team

Key working relationships: Business & Nature Team
Global Director of Conservation

Purpose:

Provide wide-ranging technical support to our Business & Nature Programme corporate partnerships, projects and activities. This will include:

- Supporting the development and implementation of nature strategies across different sectors;
- Supporting the development and implementation of biodiversity metrics and targets to enhance monitoring and reporting programmes on changes to the state of nature;
- Supporting other project work including landscape-level projects and policy development;
- Communicating our work internally and externally;
- Supporting Senior Programme Managers with the administration and coordination of key projects and partnerships; and
- Liaising with our cross-cutting, country and local partner teams on private sector-related issues.

Responsibilities:

Technical Input

Work with Senior Technical Specialists in the Business & Nature team and other key internal staff to support the work of the Business & Nature Programme;

- Input into the development and implementation of nature and people positive strategies and biodiversity management plans for corporate partners in different sectors, including mining. This might include undertaking research, assessing biodiversity and state of nature data, providing geospatial support and writing sections of reports.
- Support senior team members to contribute to global and sectoral frameworks and initiatives, including the Taskforce for Nature-Based Financial Disclosure (TNFD) and the Science-Based Targets for Nature (SBTN).
- Input into other Programme activities including technical support to government guidance on corporate best practice for biodiversity policy development and landscape level projects.
- Undertake desk-based research to support Fauna & Flora country and partner teams to identify opportunities to work with the private sector to halt and reverse nature loss.

Programme Management & Development

- Support the development of new opportunities for partnerships and projects as they arise, undertaking research and providing technical input into the design of proposals to support senior members of the team.
- Support with administrative aspects of project management under the supervision of senior team members in line with Fauna & Flora Policy and Procedures and in collaboration with the Fauna & Flora legal team as required.

- Support with developing work plans, reviewing implementation activities and monitoring impact for partnerships and projects as required.

Communications

- Support the development of internal communications (position statements and guidance) to raise the internal profile of Fauna & Flora’s business & nature work and contribute to communicating concepts and issues appropriately to different target audiences.
- Contribute to external communications pieces (including presentations, website and social media articles) to raise the external profile of Fauna & Flora’s Business & Nature work and to enable wider influence.
- Represent Fauna & Flora as required in external fora, and ensure information is fed back and appropriately circulated within Fauna & Flora.

Other

- Undertake any other activities that you may, from time-to-time, be asked to perform by your line manager, commensurate with your skills and experience

Person Specification

	Essential	Desirable
Skills, knowledge and experience	<ul style="list-style-type: none"> • Degree or equivalent qualification and/or equivalent relevant work experience in a relevant subject/area such as biology, ecology, environmental science, geography, conservation, economics or social science • A technical understanding of business, nature and biodiversity; and corporate decision-making processes • Excellent report writing, research and analysis skills • Excellent communication and presentation skills (written and verbal), to both technical and non-technical audiences • Excellent organisational, prioritisation and time management skills • Ability to think strategically, laterally and creatively • Good understanding of international conservation, the 	<ul style="list-style-type: none"> • Knowledge of biodiversity risk assessment, mitigation hierarchy, supply chains, nature-based solutions and social aspects of nature • Knowledge of the management of biodiversity and ecosystem services and/or watershed management • Development and implementation of biodiversity metrics and targets to support monitoring and reporting programmes on changes to the state of nature • Working knowledge of GIS • Understanding of global biodiversity and nature frameworks and initiatives (including TNFD, SBTN and/or CSRD) • French, Spanish or Portuguese language • Post graduate degree in a relevant subject • Experience of working on environmental, social and/or conservation issue in a developing

	NGO sector and cross- sector partnerships <ul style="list-style-type: none"> • Understanding of how to achieve influence and build capacity in organisations • Excellent spoken and written English 	country context and/or within the private sector <ul style="list-style-type: none"> • Experience of wider sustainability issues and the private sector • Experience working with non-financial accounting (e.g. gain/loss accounting of nature)
Behavioural qualities	<ul style="list-style-type: none"> • Demonstrates Fauna & Flora's values • Commitment to and empathy with Fauna & Flora's vision and mission • Highly motivated and driven • A team player, able to work independently and under own initiative • Pragmatic • Flexible and adaptable • Ability to work across multi-disciplinary groups and geographically dispersed teams • Ability to assess and prioritise tasks effectively to accomplish work to deadlines 	
Other	<ul style="list-style-type: none"> • Ability and willingness to undertake international travel, including travel to remote international location • 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 Libby.Sandbrook@fauna-flora.org.

Please mark your application '**Technical Officer (Nature Positive), Business & Nature**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Thursday, 17 April 2025**. Interviews are likely to take place during the week commencing **Monday, 21 April 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