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## **Technical Specialist, Conservation Design & Impact**

“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.

## Conservation Design & Impact Team

Fauna & Flora is committed to delivering high impact conservation work. Central to delivering this is ensuring that conservation decision-making is based on good, context-appropriate information drawn from project data collected in order to monitor progress, understand impact, and learn from and adapt our conservation work. Fauna & Flora has developed an institutional approach to understanding impact that supports us in planning our work, to learn what is and is not achieving the expected conservation outcomes of our projects, and to demonstrate and communicate the impact of our work, both at project and organisational levels. Key to the success of this approach is accompanying individual conservation delivery teams (project teams and their partners) to ensure that projects are well planned with a clear logic (known as a Theory of Change) and ensuring that they are collecting and using the most appropriate data to track progress towards long-term impact. Fauna & Flora's project teams and partners operate in different contexts with varying resources and capacities available, therefore theory-based, testable, context-specific and pragmatic approaches are key. Work to understand impact at Fauna & Flora is led by the Conservation Design & Impact team and draws on a wealth of expertise from across the organisation.

## The Opportunity

We are offering an opportunity for a qualified Technical Specialist in Conservation Design & Impact to play a central role in delivering and supporting Fauna & Flora's work to strengthen project design and monitoring, evaluation and learning (MEL) to understand impact at project and organisational levels and strengthen conservation practice.

Your experience will include theory-based project design and MEL, and you will have knowledge of a breadth of MEL approaches relevant to conservation work – including social, ecological, behavioural and capacity building. More practically, working closely with targeted project teams and other technical specialists, you will play a vital role in creating and implementing context-appropriate, pragmatic project MEL systems. This will include supporting project teams in the design of impact focused MEL based on the project's Theory of Change, creation of holistic MEL framework and establishment of protocols for the collection, analysis and evaluation of data, and potentially conducting (or facilitating self-) evaluations of project data where relevant. These will all be considerate of the context of the project, ensuring that the time, skills, and funding investment needed is practical. Your skills will be grounded in practical experience of delivering conservation initiatives, and you will have direct experience of delivering MEL from design through to analysis, interpretation and management and use of gathered data.

You will also be experienced at building the capacity of others operating within varied resource

constraints and contexts. This could include formal training, accompaniment and coaching. You will be able to think holistically and work collaboratively with project staff, partners, and other technical specialists from diverse disciplines to effectively embed enhanced MEL into conservation projects and to document and share learning. This will include the production of guidance materials, active participation in Communities of Practice, and facilitating peer learning and training.

This position is based in Cambridge. Some local and international travel may be required. In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial 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 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.

## Terms and Conditions

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	Permanent
<b>Probation Period:</b>	Six 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>	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
<b>Hours of Work:</b>	This is a full-time position, working 37.5 hours per week, Monday to Friday inclusive. Part-time hours would be considered with a minimum of 80% time.

# Job Description

**Job Title:** Technical Specialist, Conservation Design & Impact

**Reports to:** Head, Conservation Design & Impact\*

**Key working relationships:** Head, Conservation Design & Impact\*  
Technical Specialists, Conservation Design & Impact  
Technical Officers, Conservation Design & Impact  
Other colleagues with a focus on Design & Impact in their roles within regional and cross-cutting teams  
Targeted project teams across Fauna & Flora

*\*This role is shared between two colleagues both of whom are key relationships, one of whom the role reports to.*

## **Purpose:**

To ensure effective delivery of and provide support to Fauna & Flora's work on Conservation Design and Impact, in line with our organisational approach to understanding impact. The Technical Specialist will: provide technical and facilitation support to strengthen project design and monitoring, evaluation and learning (MEL) processes and implementation with Fauna & Flora's project teams and their partners; strengthen internal and partner capacity in project design and impact-focused MEL through targeted training, mentoring, resource development and facilitating peer learning; and play a key role in delivering Fauna & Flora's annual reporting process to understand organisational impact.

## **Responsibilities:**

### **Technical delivery**

- Facilitate, coach and enable conservation project teams and their partners to develop robust project designs and context-appropriate MEL frameworks to inform decision-making and improve conservation impact, working in collaboration with other colleagues as needed.
- Provide technical and coaching support to targeted conservation project teams and their partners to enable implementation of context-appropriate MEL frameworks as a core part of project management. This may include supporting: alignment of higher level/project and fund MEL frameworks, survey design, data collection protocols, data analysis, MEL information management, evaluation design, and conducting post-hoc evaluations with project teams.
- Lead and support development, delivery, and coordination of efforts to build internal and partner capacity in project design and impact-focused MEL to address common MEL challenges and ensure a coherent and joined up approach to design and MEL across the organisation. This will involve collaboration with different technical teams and mechanisms will include:
  - delivering formal training and learning events,
  - providing targeted mentoring and accompaniment
  - facilitating peer connections, both one-one and through communities of practice,
  - developing guidance materials, templates and protocols,
  - and sharing critical information, relevant knowledge, resources and lessons learnt through internal communication channels

- Support Fauna & Flora's organisational impact assessment process, as a core member of the Fauna & Flora annual reporting team. This may include: providing support to projects, conducting data analysis (both quantitative and qualitative), and supporting production of the organisational Conservation Impact Report with oversight from the Head, Conservation Design & Impact.

### **Collate & share learning**

- Strengthen Fauna & Flora's project design and MEL approaches by keeping abreast of cutting-edge design and MEL approaches and initiatives across the sector, and engaging with peers as agreed with the Heads, Conservation Design & Impact
- As requested by the Heads, Conservation Design & Impact, conduct or coordinate research into strategic or upcoming issues, and develop appropriate documents to communicate findings, internally or externally as required.
- Represent the Conservation Design & Impact team at internal and external meetings as required, and ensure information is fed back and appropriately circulated.

### **Fundraising**

- Ensure that design and MEL information gathered through accompaniment of targeted projects is made available to fundraising and communications teams to facilitate effective communication of Fauna & Flora's work and generate further support
- Work with project and Fundraising teams to interpret and embed wider project monitoring frameworks into fundable proposals and ensure the true costs of MEL are accounted for
- Support the development of funding proposals as relevant to the Conservation Design & Impact team as required

### **Other**

- As required and in agreement of line manager:
  - support key organisational processes and priorities (for example, organisational risk, project lifecycle, and conservation data lifecycle)
  - manage grants delivered by the Conservation Design & Impact team
  - provide technical reviews for both internal and external grant funds on a range of conservation issues.
  - and perform other tasks that may be requested from time to time that are appropriate to skills and experience, including broader representation of Fauna & Flora and its programme

# Person Specification

	Essential	Desirable
<b>Skills, knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Knowledge and experience of theory-based approaches to project design and MEL</li> <li>• Strong technical skills, knowledge and experience relating to design and implementation of monitoring, evaluation and learning (MEL) of conservation initiatives. If knowledge and experience lies in one discipline, possess a working knowledge of MEL for other relevant disciplines (for example ecology and social sciences)</li> <li>• Experience of delivering field-based conservation project MEL, both for understanding impacts and informing adaptive management</li> <li>• Appreciation of the range of contexts and constraints within the countries where Fauna &amp; Flora works and implications of these related to design and MEL</li> <li>• Significant experience of providing capacity building, facilitation, mentoring, coaching, and/or training support to others</li> <li>• Knowledge and experience of accessible data systems, including organising, collating, analysing and interpreting data (both qualitative and quantitative) on the ecological and social aspects of conservation to support evaluation and learning</li> <li>• Excellent communication and presentation skills (written and verbal) to a range of audiences</li> <li>• Ability to think laterally and creatively</li> <li>• Ability to prioritise and manage time effectively</li> <li>• Fluency in written and spoken English</li> <li>• Experience working within an interdisciplinary team/group and coordinating work with several teams and partners in different countries</li> <li>• An understanding of and experience of working in or with international NGOs</li> </ul>	<ul style="list-style-type: none"> <li>• A relevant first degree and / or advanced degree, or equivalent qualification, relating to conservation or related discipline</li> <li>• Advanced skills in designing data collection and conducting statistical analysis in a discipline relevant to conservation, including ecology, social-economics, capacity building or behaviour change</li> <li>• Fluency or working proficiency in other languages - particularly French, Spanish, Portuguese, or Bahasa Indonesia</li> </ul>

<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Demonstrates Fauna &amp; Flora’s values</li> <li>• Builds excellent interpersonal relationships, to work well within a team and to interact effectively with international colleagues and partners with cultural sensitivity</li> <li>• A team player, who positively engages with new opportunities</li> <li>• Able to work independently to an agreed programme and to use own initiative</li> <li>• Passionate about working with a wide range of different people and supporting others to develop their knowledge and skills</li> <li>• Able to work under pressure, prioritise and manage a diverse workload, and deal with challenges in a pragmatic way</li> <li>• Ability to work across multi-disciplinary groups and geographically dispersed teams, including different time zones</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Willingness to travel internationally, including to remote areas, if and when needed</li> <li>• Commitment to and empathy with Fauna &amp; Flora’s mission and vision</li> <li>• Openness to learning and innovation</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 [amy.ainsworth@fauna-flora.org](mailto:amy.ainsworth@fauna-flora.org)

Please mark your application '**Technical Specialist, Conservation Design & Impact**' 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 either the week commencing 12 May 2025 or the week commencing 19 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**