



Juan Pablo Moreiras/FFI

Senior Technical Specialist, Extractives & Development Infrastructure

“In the past century FFI 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,
FFI Vice-president

Fauna & Flora International

Fauna & Flora International (FFI) saves species from extinction and habitats from destruction, whilst improving the livelihoods of local people. Our guiding principles are to work through local partnerships, act as a catalyst for change, make conservation relevant and base decisions on sound science. Founded in 1903, FFI is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

Extractives & Development Infrastructure Programme

FFI has been working with the extractives and development infrastructure sectors for over 25 years. The Extractives and Development Infrastructure Programme has evolved from a corporate partnerships programme to a series of strategic alliances, collaborations and field interventions. The Programme is core to FFI's continued success and positioning in the conservation arena. We provide innovative solutions to biodiversity challenges including biodiversity strategies, biodiversity management planning, offsets, risk & opportunity assessment, and we are increasing our work on International Finance Corporation's (IFC) and other Multilateral Financial Institution's Performance Standards and requirements. Our aspiration is to create an environment where the extractives and development infrastructure sectors make a net positive contribution to biodiversity conservation. FFI focuses its strategy for engaging with these sectors on three main themes:

- Direct partnerships with companies to help them manage their impacts on biodiversity, ranging from advising on biodiversity policy issues, to assisting companies in developing and delivering biodiversity strategies and action plans
- Identifying and influencing the levers for change in business performance (such as the financial markets and government policy and planning) to drive a long term process of positive change in the way that business manages its impacts on biodiversity
- Tracking, investigating and responding to issues relevant to both business and biodiversity by developing innovative partnerships

FFI is responding to rapidly changing contexts where landscapes are increasingly fragmented and altered by indirect and induced impacts associated with ancillary and linear infrastructure developed to reach minerals or economic development nodes. We have operated primarily with exploration and mineral exploitation in a wide range of countries and areas including Brazil, Chile, USA, Italy, North Africa, West Africa, East Africa, the North Sea, Indonesia, Middle East, Mongolia, SE Asia, the Americas and Australia. We have recent and active engagements with the following companies: Anglo American, Eni E&P, BP, De Beers, LafargeHolcim, Total, Woodside, Newmont, ERM, Mott MacDonald, RSK, The Biodiversity Consultancy and others.

Working with Business for Conservation

FFI will work with companies that are strategically committed to effective biodiversity management and conservation. We encourage operations to work to understand and manage their impacts on biodiversity, following the mitigation hierarchy and aspiring to global best practice standards such as committing to net positive contributions to biodiversity and ecosystem services. In order to

recognise and manage their risks, it is important that companies understand the biodiversity contexts of their operations in order to identify and, where appropriate, mitigate potential impacts and capitalise biodiversity opportunities associated with the company's operational and exploration sites.

Potentially, almost all that an operation does will have some possible impact on biodiversity. Such impacts are not limited to endangered or threatened plants and animals but include the impacts on ecosystem services and the natural value of land. Opportunities exist to help companies strengthen the management of biodiversity and ecosystem services.

The Opportunity

We are seeking a highly motivated, skilled and experienced individual to provide technical leadership and coordination expertise to our work programmes and initiatives within the extractives and development infrastructure sectors across FFI's portfolio. You will work closely with the Regional Directors, other Conservation Partnerships Programmes and the Director, Extractives & Development Infrastructure, working to integrate biodiversity management at a strategic and operational level in both marine and terrestrial environments. You will contribute technical expertise and thought leadership, working on the characterisation and management of biodiversity across global operations whilst enabling FFI's commitment to objectives-based frameworks for biodiversity at the interface with large scale development. You will be experienced in the development and implementation of a full spectrum of biodiversity and ecosystem services management, including the application of environmental impact assessment, environmental and social safeguards, biodiversity risk assessments, developing Biodiversity Action Plans, implementing the mitigation hierarchy, and conceptualising and planning biodiversity offsets. Your position will also influence and lead on FFI's engagement with sectoral initiatives such as IPIECA, International Council on Mining and Metals and other Communities of Practice and business and biodiversity forums.

This role will require considerable technical leadership contributing to and supporting a range of FFI projects whilst guiding extractive and development infrastructure sector project portfolios and supporting technical delivery. You will be expected to generate opportunities and new projects, including securing funds from a broad spectrum of funding sources. The role will require international travel to meet project objectives and programme development requirements. As a senior member of the team, you will be expected to become involved in all aspects of FFI conservation programmes and to encourage the use of global best practices and objectives led frameworks to ensure the integration of biodiversity and ecosystem services aspects into all aspects of our work in these sectors.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Open
Probation Period:	Six months
Salary:	circa £48,000 per annum

Location:	Fauna & Flora International, Cambridge 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 FFI UK offices are closed
	For employees on UK-based contracts, FFI 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 Monday to Friday from 9.00am to 5.30pm, with a one-hour lunch break.

Job Description

Job Title:	Senior Technical Specialist, Extractives & Development Infrastructure
Reporting to:	Director, Extractives & Development Infrastructure

Overall objective

Act as the lead technical specialist responsible for project design, strategy, planning, risk analysis and implementation, and support these aspects across the EDI Programme and wider engagement across FFI's Conservation Partnerships and Regional Programmes. Provide technical, management and coordination expertise to the work programmes and partnerships within the extractives and infrastructure sectors. In consultation with FFI's Conservation Partnerships and Regional Programmes and our partners, identify and lead landscape level assessment and planning in priority landscapes.

Main Duties and Responsibilities:

- Lead net positive approaches and promote best practice for the management of biodiversity and ecosystem services in the extractives and infrastructure sectors across FFI's global programme
- Lead landscape level assessments and support the integration of these into national and regional planning initiatives for priority landscapes identified in collaboration with FFI regional and cross-cutting teams
- Support the development of cross-sectoral collaborations/alliances in priority landscapes for effective and sustainable implementation
- Provide technical leadership to guide and challenge approaches to managing the impacts of the extractives and infrastructure sectors on biodiversity, including development of collaborative biodiversity management projects at operational sites and advice on emerging biodiversity / business issues such as biodiversity offsets, landscape level planning and performance measurement

- Design, develop and support the implementation of global best practice biodiversity conservation measures including those meeting IFC's PS6, EBRD's PR6 and the Equator Bank standards to achieve no net loss or a net positive contribution to biodiversity and ecosystem services
- Ensure appropriate design and use of geospatial and analytics tools to enable effective and sustainable implementation
- Raise the profile of FFI's engagement with the extractive and infrastructure sectors and our partnerships within appropriate networks, seeking opportunities to promote the programme and to leverage funds from appropriate governmental or non-governmental sources
- Act as a key liaison point responsible for day to day management of key extractive sector projects including project strategy, planning, risk analysis and working with FFI's key consultants to implement the projects
- Manage and mentor Technical Specialists and support the development of technical capacity within the EDI Programme and more broadly across FFI as appropriate
- Support the Director, EDI in the development of new opportunities within the private sector within FFI's key geographic regions of activity in accordance with FFI's strategic aims and objectives

Tasks to include:

- Lead the development of EDI landscape level assessment and systematic conservation planning work in line with priorities identified by FFI regional and cross-cutting teams
- Build capacity within collaborating institutions to support the effective development and sustainable implementation of net positive approaches, landscape level assessment and planning initiatives in the extractives and infrastructure sectors
- Promote policy and industry best practice standards for the management of biodiversity and ecosystem services
- In consultation with a broad range of stakeholders, lead in the strategic planning, design and implementation of net positive approaches to compensate for residual biodiversity impacts of major extractive and infrastructure projects
- Assist, through the provision of strategic and technical advice, extractives sector operations in developing their approach to managing and monitoring biodiversity

General

- Contribute to the development and implementation of the FFI Business Plan
- Ensure all work delivered in full compliance with FFI policies and procedures, including Focal Point and the Delegation of Authorities
- Represent FFI projects and programmes to external parties as requested
- Work with the Communications Specialist (Conservation Partnerships) to develop and implement effective FFI communications related to Extractives and Development Infrastructure work
- Track emerging issues linking to extractives and development infrastructure and participate in priority events as requested by Line Manager
- Undertake any other tasks commensurate with the position that may be requested of you, from time-to-time, by your Line Manager
- Business development as necessary, aligned to the FFI Principles of Engagement with the Private Sector. A copy can be found at <http://www.fauna-flora.org/companyengagement.php>

- Produce and work within annual budgets, maintain accounts
- Manage key projects and programmes of work
- Support the Director, EDI to produce annual work plans and reports as required by partner organisations, the EDI Programme and FFI's internal reporting processes
- Support the Director, EDI with respect to FFI's input into the sectoral initiatives drawing on the skills and expertise of FFI's wider conservation team and partners
- Seek opportunities to promote the EDI Programme through industry, governmental and NGO networks and events
- Contribute to discussions on biodiversity and sustainability within the extractives sector and other relevant forums
- Seek opportunities to leverage additional funds to support partnership and project activities and ways in which FFI's capacity can be built through association with the private sector
- Support the Director, EDI as and where required
- Represent the Director, EDI and FFI in professional fora when needed

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Proven technical expertise and thought leadership as a business & biodiversity practitioner • Experienced EIA and IFI ESS practitioner • Sector experience – extractives and/or infrastructure • Leadership skills • Excellent technical report writing skills • Strong communication and presentation skills (written and verbal), to both technical and non-technical audiences • Strong project management skills with experience in project planning, financial management, reporting and evaluation • Networking and collaborating skills • Strong negotiating and influencing skills • Strong prioritisation and time management skills • Ability to think laterally and creatively • Excellent spoken and written English 	<ul style="list-style-type: none"> • Grant application writing • Italian, French, Spanish or Portuguese language skills

Knowledge and experience	<ul style="list-style-type: none"> • A post-graduate Degree or equivalent level qualification in a biodiversity conservation or environmental management related subject (e.g. geography, international development or environmental studies, natural sciences) • Significant proven track record and experience of working on environmental and/or conservation issues in a developing country context or of environmental issues within the private sector • Expertise in biodiversity risk assessment, action planning, monitoring and impact assessment in the field • Demonstrable expertise and application of the mitigation hierarchy including biodiversity offsetting and associated metrics • Proven expertise in and application of IFC's PS6 and EBRD's PR6 • Knowledge and application of ecosystem services assessment tools • Expertise in and application of biodiversity metrics, measurements and indicators • Demonstrated experience in capacity building and awareness raising • Experience working in or with cross-sector partnerships 	<ul style="list-style-type: none"> • Experience of corporate environmental management systems and environmental impact assessments gained in an international environment • Good understanding of international conservation and of the NGO sector • Knowledge and experience of SDGs
Behavioural qualities	<ul style="list-style-type: none"> • Highly motivated and driven • Excellent team player • Pragmatic • Flexible and adaptable • Ability to show initiative, to work independently • Reliability and efficiency, with good organisational skills and time management. • A self-starter 	
Other	<ul style="list-style-type: none"> • Entitlement to work in the UK • Commitment to FFI's mission • Strong, demonstrable commitment to conservation • Ability and willingness to travel 	

How to Apply

Applications should consist of the following:

1. A covering letter outlining how you meet the requirements of the role and your motivations for applying
2. A full CV and contact details for two referees (who will not be approached without your permission)
3. An example of a recent project you have undertaken that you consider demonstrates your ability to apply the skills called for in the job description given above

and should be sent by email to pippa.howard@fauna-flora.org

Please mark your application '**Senior Technical Specialist, Extractives & Development Infrastructure**'.

The closing date for applications is **Sunday, 27 January 2019**.

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

FFI 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, HR Officer, FFI, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity