



Enterprise & Impact Finance Specialist

Conservation Finance & Enterprise

“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.

Conservation Finance & Enterprise

There is growing consensus that, whilst critical conservation work must continue to be underpinned by philanthropy and global development funding, grant-based finance is simply not sufficient to address the rate of global biodiversity loss in the Anthropocene age. With the pressure on threatened species and habitats continuing to intensify, and increasingly negative impacts on people due to ecosystem degradation, there is a need for significant additional finance for the global conservation effort.

Meeting this need requires innovative models for achieving and sustaining conservation impact, looking beyond traditional grant models and taking inspiration from the private sector. Funder preferences are evolving to reflect this, with a demonstrable shift in interest towards performance-based funding, enterprise-based models for achieving impact, and the crowding of private sector finance into the conservation sector.

Against this backdrop, FFI addresses the related challenges of establishing long-term, sustainable funding models for conservation initiatives, developing enterprise models that strengthen local and global incentives for conservation and the urgent need for greater recognition of biodiversity and ecosystem services values within the global economy.

FFI has a vision where access to sustainable economic opportunities drive positive conservation outcomes, by enabling and motivating local and global actors to enhance protection of threatened habitats and species.

The Opportunity

FFI is seeking an Enterprise and Impact Finance Specialist to play a pivotal role in the design and implementation of the conservation enterprise and innovative finance scopes of work within the Conservation Finance & Enterprise programme. You will be a skilled entrepreneur, with proven experience in a relevant sector(s), such as ecotourism, sustainable fisheries and agriculture/ agroforestry. You will be passionate about creating viable, impact-driven business models that meet the needs of people and biodiversity, and leveraging private sector finance to achieve conservation goals.

You will have strong technical skills in the incubation of early and growth-stage enterprises in a developing country context, including facilitation of market access, and investment and joint-venture negotiations. You will have proven demonstrable experience of working quickly and

effectively with diverse stakeholders (project teams, NGO partners, private sector partners, community entrepreneurs, and potential investors) with diverse levels of experience of using market-based approaches to finance conservation to achieve conservation objectives. This role requires a deep commitment to supporting staff, partners and communities in FFI-supported landscapes to make sustainable financing of conservation a reality.

In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation. In addition, FFI offers a generous pension contribution, attractive annual leave allowance and life insurance.

This position is based in FFI's head office in Cambridge, UK, and requires regular international travel. 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

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| Start Date: | As soon as possible |
| Duration of Contract: | Open |
| Probation Period: | Six months |
| Salary: | circa £40,000 per annum |
| Location: | Fauna & Flora International, Cambridge UK, with regular international travel as required (up to 40%) |
| 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

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| Job Title: | Enterprise & Impact Finance Specialist, Conservation Finance & Enterprise |
| Reporting to: | Director, Conservation Finance & Enterprise |

Key Relationships:

The post-holder must have a highly collaborative approach and will work closely with FFI colleagues in the UK and abroad, national partners and other stakeholders on all aspects of the role.

Key internal relationships include:

Senior Director, Conservation Partnerships

Enterprise Development Manager, Conservation Finance & Enterprise

Biodiversity Finance Specialist, Conservation Finance & Enterprise

Head of Marine, Conservation Science & Design

Senior Programme Manager, Agricultural Landscapes

Senior Technical Adviser, Conservation, Livelihoods & Governance

Relevant FFI regional and country programme representatives

General responsibilities:

- Play a strategic role in shaping FFI's work on conservation enterprise and leveraging diverse sources of impact finance; ensuring alignment with FFI's institutional strategy, identifying new opportunities and playing a lead role in fundraising efforts to develop these.
- Provide technical expertise in the development of impact-driven businesses, to support the establishment and growth of conservation enterprises that will either generate revenues to help underpin the running of conservation activities in key landscapes; and/or contribute to the sustainable livelihoods of communities in these sites in ways that serve to align development and conservation priorities. This role will particularly focus on the substantial portfolio of marine and terrestrial sites supported by the Arcadia and Halcyon Funds, such as Chuilexi Conservancy in Mozambique. There will be scope to work with other sites based on availability and business need.
- Support conservation enterprises to evaluate their financing needs during start-up and growth, and to secure access to appropriate sources of capital (philanthropic and risk-based) to meet these needs. As part of this, lead on developing a diverse portfolio of contacts within the venture philanthropy and impact investment communities, and monitor latest developments and opportunities in these sectors.
- Working closely with relevant cross-cutting and regional team staff and partners, play a lead role in evaluating and documenting the impact and learning from FFI's work on conservation enterprise development, producing communication outputs for both internal and external audiences.

Specific responsibilities:**Technical Input**

Work with the Director, Conservation Finance & Enterprise (CFE) and other key internal stakeholders to support the development and growth of conservation enterprises in FFI-supported landscapes; to include:

- Assisting regional teams and partners to assess the viability of new enterprise ideas, including interrogation of the conservation impact logic within the theory of change
- Advising NGO partners on the design, establishment, and/or management of trading arms designed to enable revenue generation to support direct conservation activities
- Supporting business model and business plan development, including the development or evaluation of financial models
- Advising on decisions relating to enterprise governance and ownership structures, and supporting their implementation, to include identifying equity shares (where relevant) and flows of revenues and other benefits that best reflect the assets brought to each deal, and conservation and social impact objectives of the enterprise
- Providing ongoing business development support, and/or facilitating access to the necessary skills from other sources
- Supporting enterprises to access investment (philanthropic or risk-based) where it is required to enable enterprise incubation and growth, establishing and maintaining relationships with wide range of enterprise funders
- Providing guidance and facilitating engagement with companies and/or strategic partners that will aid conservation enterprises to achieve and expand access to appropriate markets, including the negotiation of joint venture opportunities where relevant
- Refining and expanding on the portfolio of tools used to build internal FFI and partner capacity, and to facilitate skills transfer, with respect to enterprise development and access to venture finance

Programme Development

- Working closely with the Director, CFE, the Enterprise Development Manager, CFE and the Senior Technical Adviser, Conservation, Livelihoods & Governance (CLG):
 - Input to and enhance FFI's strategic approach to conservation enterprise development and to securing access to diverse sources of enterprise finance, taking into account existing work, desired institutional outcomes, and institutional skills and competencies
 - Identify and support development of new initiatives and strategic partnerships that will add value to FFI's work in this area
 - Identify and support development of funding opportunities as they arise, including providing technical input at the design stage to relevant funding proposals led by regional teams
- Take a lead role in securing funding and present to key stakeholders including donors/funders with credibility, clarity and confidence, supporting and strengthening FFI's position
- Demonstrate recognised leadership in enterprise development and impact finance in the context of conservation, including presenting at meetings, sitting on panels, authoring papers/policies as required

Monitoring & Evaluation

Working closely with the Enterprise Development Manager, CFE, Biodiversity Finance Specialist, CFE and members of the Conservation Science & Design Programme:

- Support conservation enterprises to design and implement systems to monitor the biodiversity conservation and social impacts of the enterprise effectively
- Ensure that the role of enterprise in contributing to FFI's mission is demonstrated, and that the impact monitoring requirement of funders and/or investors are met

Learning and Communications

- Working closely with the Director, CFE and other key internal stakeholders, play an active role in the management of and technical input to an FFI 'Sustainable Financing' Community of Practice
- Working closely with relevant cross-cutting and regional team staff and partners, play a lead role in the development of varied external communications (blogs, technical briefs, media releases) to both the raise the profile of FFI's conservation enterprise and impact finance work and to contribute to thought leadership in this rapidly evolving sector, translating and communicating concepts and issues appropriately to different target audiences
- Represent FFI and the CFE team as required in external fora, and ensure information is fed back and appropriately circulated within FFI
- Provide mentorship in enterprise development and impact finance in the conservation context across the organisation as appropriate
- Participate in CFE team meetings and other relevant internal meetings
- Undertake continuous professional development and maintain appropriate awareness of other relevant / inter-related technical areas

General

- Provide input, where appropriate and feasible, to other technical and development work undertaken by the CFE team and regional teams, where there is a sustainable financing component
- With agreement of the Director, CFE, perform any other tasks that may be requested from time to time, which are appropriate to the role

Person Specification

| | Essential | Desirable |
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| Skills | <ul style="list-style-type: none">• Excellent ability to assess business viability and identify how to support growth• Ability to deliver targeted business training and support to non-experts including business model and plan development, accounting, finance, marketing, strategy• Excellent written and oral communication skills, with ability to translate and present technical concepts to a non-technical audience• Outstanding interpersonal skills, with an ability to work well within a small and focused team as well as interact effectively with current and potential partners from business, NGOs, communities and government• Capacity building and mentoring skills | <ul style="list-style-type: none">• Fluency / working proficiency in a second language, such as Spanish, French, Portuguese, Indonesian |

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| | <ul style="list-style-type: none"> • Strong organisational and prioritisation skills, with structured and methodical approach to work, attention to detail and a clear focus on results • Ability to manage a complex workload involving different stakeholders • Ability to present to public/ external audiences with confidence and credibility • Strong project management skills • Ability to think laterally and creatively • Fluency in written and spoken English | |
| Knowledge and experience | <ul style="list-style-type: none"> • Degree or equivalent level qualification in business, economics or other relevant discipline • Substantial experience in business development or experience working with SMEs • Knowledge of at least two of the following sectors: ecotourism, sustainable fisheries, agriculture/agroforestry, non-timber forest products • Proven success in developing enterprises designed to achieve positive social and/or environmental impacts • Proven success in securing investment to finance business development / growth • Experience providing incubation and/or technical support to small and growing businesses in line with business needs • Practical experience of venture philanthropy and impact investment, proven networks in the global impact investing community, and experience of negotiating and securing loan and/or equity based investments • A proven understanding of the development sector and environmental / biodiversity conservation issues in particular • Practical experience doing business in developing and emerging markets • Experience of working with, or within, the NGO sector | <ul style="list-style-type: none"> • Advanced degree in business-related discipline • Experience of practical conservation work, particularly in a developing country context • Knowledge of development approaches to enterprise development and strengthening of market systems, such as Practical Action's Participatory Market Systems Development (PMSD) • Experience developing funding proposals for donors and managing grants |
| Behavioural qualities | <ul style="list-style-type: none"> • Ability to work effectively with geographically dispersed teams • Flexible and adaptable in uncertain and changeable work situations • Ability to deal with challenges in a positive and constructive manner | |

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| | <ul style="list-style-type: none"> • Passionate about social and environmental enterprise and realising the potential of business approaches to achieve positive social and conservation impact • A strong desire to support the growth of social/environmental entrepreneurs • Committed to FFI's vision and mission • Builds positive organisational relationships and is highly sensitive of operating in different cultures and capable of adapting approach accordingly • Excellent team player with the ability to also work well under own initiative | |
| Other | <ul style="list-style-type: none"> • Entitlement to work in the UK • Ability to undertake regular international travel, including travel in rural areas in developing countries | |

How to Apply

Applications, consisting of a covering letter explaining why you are applying for the position and relating your experience and skills to the role, a full CV, and contact details for two referees (who will not be approached without your permission) should be submitted via email to Zoë Quiroz Cullen at zoe.quiroz-cullen@fauna-flora.org

Please mark your application '**Enterprise & Impact Finance Specialist', CFE'** and indicate in your covering letter where you saw this position advertised.

The closing date for applications is **Sunday 3 February 2019**. First round interviews are likely to take during the week commencing Monday 11 February 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