



Technical Specialist, Illegal & Destructive Fisheries Conservation Science & Design

“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.

FFI Conservation Science & Design Programme

Good conservation decision-making depends on good information. The latest findings from the biological and social sciences as well as economic and policy arenas should inform these decisions. Local teams are often best placed to enhance and filter such information. The Conservation Science & Design team works closely with, and provides support to, locally-based staff and partners, which ensures decisions are based on a good understanding of the local situation, and at the same time enables us to take a pragmatic role in the development of FFI as an organisation.

We focus on a number of key areas:

- strategic development of key cross-cutting areas of FFI's conservation work - currently focused on marine, plastic pollution, threatened species conservation (with a specific focus on trees) and climate change
- robust approaches to allocating conservation funding - through management of a dedicated marine grant, Halcyon Land & Sea funds (which focuses on securing priority conservation areas), the Flagship Species Fund, the Global Trees Campaign and also co-ordination of reviews for external grant funds
- promoting effective monitoring and evaluation within FFI - focusing on cross-organisational impact reporting
- technical delivery within projects
- direct support and advice to regional and thematic teams on any issues relating to Conservation Science & Design or the specific work of our team

FFI Marine Programme

FFI has been working in marine conservation for decades. However, it launched its formal marine programme in 2011 focused on the following three strands:

- securing important areas to safeguard marine biodiversity;
- informing and influencing policies and practice affecting the marine environment; and
- supporting key national local institutions to help them deliver effective marine conservation.

Since 2011, we have worked across 17 countries with over 90 partners. We have contributed directly to the establishment or strengthening of over 50 marine protected areas and dozens of new no-take zones, witnessed a reduction in destructive fishing activities at 45% of all sites and seen evidence of recovery in key species groups and habitats. A recent external review of the Marine Programme

showed that we are making strong progress and indicated clear need and opportunity for FFI to further grow this programme of work. (Please see our [website](#) for an overview of current projects.)

Illegal and Destructive Fisheries

FFI recognises that illegal and destructive fisheries are a key threat to biodiversity at many of the sites at which we operate, through direct impacts on marine habitats (use of damaging fishing gear), vulnerable species mortality (direct capture and by-catch), and fish stock decline (lack of adequate regulation or enforcement). Illegal and destructive fishing (the key issues within wider Illegal, Unregulated and Unreported (IUU) fishing that affect biodiversity) is present at all scales within the fisheries sector from large commercial boats, through to small scale fishing vessels. As such, it is an immensely complex issue with no single solutions. Developing working models of good practice on illegal and destructive fishing issues and building capacity for leadership at the national level to scale and apply these will be critical in addressing this issue.

FFI is already well positioned and has experience in influencing aligned issues. However, the global nature of this threat requires that we apply a joined up approach that better connects our country level interventions, and with the wider international community, to improve intelligence, ramp up enforcement and strengthen legal frameworks (including on issues of illegal and destructive fishing activities in the offshore waters of developing countries, high seas, and deep seas which continue to undermine the health of ocean ecosystems). Through this role, we aim to:

- develop a clear understanding and rationale to enable FFI to significantly step up its work around illegal and destructive fisheries issues;
- engage with wider moves to address illegal and destructive fishing;
- develop a suite of coherent and impactful (and where relevant transboundary) interventions in response to the challenges; and
- constructively influence wider regional or international policy processes that have the potential to change the trajectory for illegal and destructive fishing.

The Opportunity

We are offering a unique opportunity to lead the development of a wider set of engagements to address illegal and destructive fishing, at site, national and international scales. You will have a key role in supporting marine projects globally to develop strategies to address illegal and destructive fishing, and in building a strong portfolio and platform for FFI to engage more widely on this issue, including testing innovative solutions.

You will work closely with the Head of Marine to support and integrate new work streams on illegal and destructive fishing. We are looking for an experienced technical specialist with a proven track record in marine project design and the ability to work constructively with a range of stakeholders, including in-country teams and the fisheries sector.

You will have strong research and analytical skills combined with the ability to present convincing arguments. You will be able to communicate with confidence and credibility to a range of audiences, and have experience in building and maintaining positive organisational and external relationships.

In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation, with opportunity to apply your skills and expertise where appropriate. In addition, FFI 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

Start Date:	As soon as possible
Duration of Contract:	Two-year, fixed-term contract, with potential to extend subject to business need and funding availability
Probation Period:	Six months
Salary:	circa £30,000, depending on skills and experience
Location:	Fauna & Flora International, Cambridge. Some travel within the UK and internationally may be required.
Benefits:	<p>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</p> <p>For employees on UK-based contracts, FFI currently provides a pension contribution of 8% of salary after 3 months' continuous employment.</p> <p>Group Life insurance, currently set at a benefit of 4 x basic salary</p>
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:	Technical Specialist, Illegal & Destructive Fishing, Conservation Science & Design
Reporting to:	Head of Marine, Conservation Science & Design
Line manages:	N/A

Key Internal

Relationships:

Director, Conservation Science & Design
Director, Extractives & Development Infrastructure
Director, Conservation Finance & Enterprise
Senior Director, Conservation Partnerships
Senior Technical Specialist, Illegal Wildlife Trade
Senior Technical Adviser, Conservation Livelihoods & Governance
Regional/Operational Directors
Regional marine specialists

Objective:

The Technical Specialist, Illegal & Destructive Fishing will lead the evolution and strengthening of FFI's work to curtail illegal and destructive fisheries practices which impact marine biodiversity around the world, with strategic input from the Head of Marine and the Director, Conservation Science & Design. S/he will:

- design a strong and dynamic programme of work to understand and identify key intervention points of IUU fisheries both within countries of operation and globally
- work with in-country project teams to provide technical advice and develop appropriate in-country interventions to address illegal and destructive fisheries that complement existing marine biodiversity conservation activities, including support to lobby for appropriate law and policy reform, develop economic and market incentives and engage businesses and apply technology as a route to incentivise more sustainable and transparent practices
- engage with and represent FFI's interests in wider global policy discussions relating to IUU
- identify new partnership and funding opportunities to strengthen FFI's influence and impact in this sphere

Specific Duties:

Technical support

- In consultation with the Head of Marine, Director, Conservation Science & Design, and regional teams, develop a coherent approach to illegal and destructive fishing for FFI that can be applied at both national, regional and international levels and accounts for both artisanal and commercial sectors. This approach will be based on a strong Theory of Change and understanding of the complexities of such illegal and destructive fisheries, their multiple causes and the hurdles to effective fisheries management. This plan will specifically demonstrate the role of reducing illegal and destructive fisheries in contributing to marine biodiversity conservation, and will include a clear set of milestones/targets through which to monitor success of our interventions in this arena.
- Build the capacity of in-country teams and partners to advocate for changes in fisheries policy that will reduce the impacts of fishing activities on biodiversity and ecosystems. For example, through training, briefing documents, input to policy documents, consultation responses and reports, and updates on international dialogue and commitments on these issues.
- Develop relationships with other agencies and organisations with an interest in the biodiversity impacts of fishing activities, in the UK and overseas, and broker effective partnerships between relevant groups and FFI's in-country marine projects to help increase our impacts in this arena.
- Evaluate the opportunities provided by technology to transition fishing practices towards sustainability, reduce biodiversity impacts, and improve economic and community benefits, and where relevant build the capacity of FFI staff and partners to integrate these approaches into marine projects.

- Lead targeted engagements with corporate partners from the fishing, seafood and investment sectors to improve their awareness, management and performance on issues relating to the biodiversity impacts of illegal and destructive fishing practices in the marine environment.
- With the Director, Conservation Finance & Enterprise, and the Senior Technical Adviser, Conservation Livelihoods & Governance, explore, develop, and test relevant economic, market-based, or other incentives (e.g. value added products, certification) to enable greater compliance with regulations and fishery reforms within FFI's marine projects.
- Provide technical support to teams in the development of models of sustainable artisanal fisheries that deliver biodiversity benefits in inshore areas, ensuring appropriate, cost effective and sustainable impact assessment as a basis for scaling successful approaches.
- Provide advice to teams in the development of appropriate technological, regulatory and incentive measures to mitigate the threats posed to vulnerable species through fisheries by-catch.
- Provide advice for FFI staff and partners working to establish Marine Protected Areas (MPAs) and networks of MPAs on strategies for surveillance and enforcement, based on global good practice, while also ensuring teams are able to evidence the biodiversity and fisheries benefits provided by MPAs.
- Track developments in international policy frameworks and commitments (binding and non-binding) as they relate to the wider IUU fishing debate and ensure FFI's position on key issues is represented in relevant processes.
- Through outreach, networking and representation, develop a clear and visible position for FFI on IUU and destructive fisheries, showcasing FFI's work to influence national and international fisheries policy and management, and contributing to wider national and international dialogues on this issue.
- As requested by the Head of Marine, provide specific support in the delivery of the wider Marine programme and the Arcadia marine grant.
- As requested by the Head of Marine, provide other technical support (in line with the post holder's existing skills and experience) to other team members or teams.

Development

- Work with the Head of Marine and cross-cutting and regional teams, to develop a set of targeted interventions which address the issues of illegal and destructive fishing at scale, and provide direct support (including management support where appropriate) for specific projects within this portfolio where required.
- Proactively identify funding opportunities to strengthen activities to tackle illegal and destructive fishing (both within projects and across the marine programme), and work with project teams and the Fundraising team to develop fundable proposals for specific projects and initiatives.
- Track emerging issues, and the status of current initiatives, as they relate to international fisheries management and policy commitments (e.g. deep sea, high seas, ABNJ), with a specific focus on the biodiversity implications of illegal and destructive fishing practices (e.g. bottom trawling on seamounts, development of twilight zone fisheries), and share knowledge across FFI projects and partners appropriately.
- Position FFI with key partners to scale the impact of our work to address illegal and destructive fishing practices, including brokering collaborations with local or international partners with expertise in fisheries policy and the economic impacts of poor fishing practices.
- Develop briefings, research pieces or policy briefs on key issues as requested by the Head of Marine.

Learning

- Identify the principle threats posed to biodiversity and ecosystems across FFI's marine portfolio as a result of illegal and destructive fisheries in both the artisanal and commercial sectors to help prioritise future engagements.
- Communicate actively through internal mechanisms (intranet, downloads, position statements etc.) to ensure internal awareness of key fisheries issues as they relate to both FFI's marine programme and the wider global context, and externally (e.g. through blogs, contributed articles) to promote FFI as a credible partner in tackling the risks posed to biodiversity as a result.
- Provide support and training to other teams within FFI on issues of IUU and destructive fisheries, for example as they relate to FFI's wider work on Illegal Wildlife Trade, Natural Capital, Marine Protected Areas.
- Liaise directly with the Communications team to ensure clear messages on fisheries reform as part of our marine communications strategy and general promotion of FFI's marine work.
- Proactively identify opportunities to communicate FFI's work on fisheries reform to external audiences.

General

- Provide technical reviews for both internal and external grant funds on a range of conservation issues
- Conduct other elements of desk-based research as required within the Conservation Science & Design team
- With agreement of the line manager, perform other tasks that may be requested from time to time that are appropriate to skills and experience, including broader representation of FFI and its programmes
- Assist in dealing with external enquiries relating to the work of the Conservation Science & Design team

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none">• Proven technical competency in approaches to manage the ecological impacts of fisheries such as policy, market, technology and/or enforcement• Excellent organisational skills, with structured and methodical approach to work and a clear focus on results• Strong communication and presentation skills (written and verbal)• Research and analysis skills with acute attention to detail• Ability to think laterally and creatively• Ability to prioritise and manage time effectively• Fluent in English (spoken and written)• IT literate	<ul style="list-style-type: none">• Capacity building skills, and ability to adapt to support partner needs

Knowledge and experience	<ul style="list-style-type: none"> • Advanced degree in marine biology, marine resource management or other relevant discipline or equivalent work experience in a relevant field • Substantial experience in marine conservation, including specific fisheries management and or monitoring, control and surveillance experience • Knowledge of the ecological effects of fishing and associated social and governance implications • Proven knowledge of/relationships with the key players in the marine conservation sector • Previous experience of engagement with corporate sector • Experience of working overseas • An understanding of and experience of working in and/or with NGOs 	<ul style="list-style-type: none"> • Experience of leading the development of new strands of work • Background in fisheries economics, fisheries policy, or fisheries enforcement • Knowledge of technology applications for tackling issues relating to IUU (e.g. monitoring, control, surveillance, traceability) • Understanding of market based approaches to incentivising good fisheries practices
Behavioural qualities	<ul style="list-style-type: none"> • Self-starter, able to build strong relationships and support others • Cultural sensitivity • Ability to deal with challenges in a positive way • Committed to FFI's mission • Builds positive personal and institutional relationships • A team player, able to work independently to an agreed programme • Ability to work under pressure and to deadlines • Interest in working with corporate sector, and ability to communicate positively with corporate partners 	<ul style="list-style-type: none"> • Practical experience of facilitating partnerships and alliances
Other	<ul style="list-style-type: none"> • Entitlement to work in the UK 	

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 electronically to jessica.walker@fauna-flora.org

Please mark your application '**Technical Specialist, Illegal and Destructive Fisheries, Conservation Science & Design**' and indicate in your covering letter where you saw this position advertised.

The closing date for applications is **Sunday, 3 February 2019**.

Candidates selected for interview will be invited by email or phone as soon as possible.

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