



Technical Specialist, Biomonitoring, Africa

“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, and 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.

Africa Programme

Working closely with local partners, FFI currently operates in 12 countries in West, Central, East and Southern Africa, and is implementing a range of projects focused on species and habitat conservation, biodiversity planning, protected area management, institutional development and capacity building, sustainable use and community-focused wildlife management initiatives.

The Opportunity

We are seeking an experienced technical conservationist to fulfil a key role within FFI's Africa Programme, providing expertise and quality control to all aspects of biodiversity monitoring within Africa regional projects.

You will have an advanced degree in a conservation-related field or equivalent relevant experience in a similar role. You will have advanced technical skills related to the design, implementation, analysis and reporting of monitoring species biology and ecology and proven demonstrable experience in delivering biomonitoring activities within conservation projects, preferably in Africa. Your desire to mentor and develop the capacity of in-country staff and partners to deliver activities underpins the overall approach to this role. Your outstanding interpersonal skills will enable you to build strong working relationships, bringing diverse groups of stakeholders together to accomplish common goals. Your exceptional writing skills will deliver high quality reports and proposals.

You will have an excellent understanding of key issues affecting landscape level biodiversity conservation in different African regions. You will be an effective team player and enjoy working in a dynamic environment where the ability to respond swiftly to changing organisational and team needs is paramount. Fluency in English is essential; fluency in French, Portuguese and Swahili is desirable.

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: | Permanent |
| Probation Period: | Six months |
| Salary Range: | £33,000 - £35,000 per annum |
| Location: | Fauna & Flora International, Cambridge |
| 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, Biomonitoring, Africa |
| Reporting to: | Director of Operations, Africa |
| Key Relationships: | Africa Programme Team (UK and regionally) Finance Business Partner, Africa |

Purpose:

Provide technical expertise and quality control to all aspects of biodiversity monitoring within Africa regional projects, ensuring that aspects of biomonitoring including design, training and implementation, data analysis, data storage and project learning are aligned with the FFI Business Plan; furthermore ensure biomonitoring practices are standardised or comparable where possible across the programme, following global best practice and standards.

Responsibilities:

Biomonitoring

- Advise on appropriate biomonitoring requirements where FFI activities and any other practices affect biodiversity and ecosystem services at FFI project sites, both positively and negatively, to enable the assessment of the impact and effectiveness of those activities
- As directed, oversee the design, use, analysis and reporting of appropriate methodologies for biomonitoring activities, ensuring each aspect:

- Is informed by best practice and follows the highest ethical standards
- Is scientifically robust and adheres to data collection protocols and guidelines including data back-up and storage
- Complies with FFI and donor reporting requirements
- Ensure that project design and methods are harmonised or comparable across the programme where possible and that learning is disseminated within the organisation
- Monitor data collection progress and analyse biomonitoring data, ensuring robust results that respond to project aims, objectives, and indicators that are within budget and stipulated timelines
- Ensure that FFI staff and partners working in the Africa region are supported in the implementation of biomonitoring activities, identifying knowledge and capacity gaps, and provide training and capacity building as required
- Proactively identify individuals within the FFI regional team or within partner organisations to mentor and develop the skillset necessary to support in-country projects, including design of biodiversity approaches, data analysis and interpretation and information dissemination
- Ensure knowledge of monitoring methodologies of species, biodiversity, habitats and ecosystem services remain up to date with global current practices and thinking
- Identify and advise on emerging themes, priorities and opportunities, and maintain appropriate awareness of other relevant or inter-related technical areas
- Act as the focal point for Africa biomonitoring internally, and as directed and agreed, with external organisations
- Track emerging issues linked to biomonitoring practices and keep other team members informed on relevant issues

Development and Management

- As directed, lead on the preparation of biomonitoring components within project concepts and proposals, ensuring alignment with approved project design, FFI strategy, agreed priorities and ensuring there are appropriate resources in place to allow the implementation of biomonitoring activities, robust data capture, analysis and dissemination of learnings
- Where relevant, undertake specific fund management responsibilities (e.g. for projects with a biomonitoring focus) including:
 - Delivery of grant funded projects within time-frames and budgets
 - Accountability for technical delivery and related project expenditure ensuring compliance with FFI and Funder agreements
 - Technical and related financial reporting, including sufficient detail for in-country and overall institutional auditing of FFI Cambridge
 - Effective coordination and integration of input from the Africa team, technical and cross-cutting teams
 - In collaboration with relevant staff and in accordance with FFI's Delegation of Authority, contract project staff and consultants as required, in compliance with relevant labour laws and FFI staff development procedures
 - Regular back-up and storage of all data on relevant systems such as a monitoring system, including potential "cloud" based storage

Communications & Representation

- Develop and present internal and external communications materials in appropriate formats (e.g. working papers, workshops and web-based) as requested
- Maintain active involvement in internal and external discussions relevant to biomonitoring practices

Other

- Participate and contribute to strategy development and annual planning and attend Africa team meetings
- Undertake international travel to project sites, relevant conferences and international meetings as required
- Represent FFI appropriately to external stakeholders and act as a focal point for relevant partnerships
- Work in full compliance with FFI protocols, ensuring work is done to high quality and within budget
- Undertake any other tasks that are commensurate with the position

Person Specification

| | Essential | Desirable |
|---------------------------------|---|---|
| Skills | <ul style="list-style-type: none">• Advanced technical skills related to the design, implementation, analysis and reporting of monitoring species biology and ecology, including but not limited to:<ul style="list-style-type: none">○ Biomonitoring survey techniques (rapid assessments, recces, transects, plots, camera trapping, DNA, interviews,)○ Species monitoring (presence-absence, population parameters, occupancy, capture-mark-recapture)○ Analysis, at minimum: ARCGIS/QGIS, R/SPSS/MATLAB, DISTANCE)• Excellent planning and design skills, ensuring activities coordinate with and inform the wider conservation project agenda and align with operating conditions• Ability to coordinate and motivate FFI staff and partners to deliver biomonitoring activities and objectives to agreed timeframes and budgets• Proven ability to assess capacity, mentor and develop skills of project staff and partners• Proven ability to translate knowledge and disseminate to a range of audiences• Ability to support delivery of multiple streams of work, to multiple donors and involving a diverse group of stakeholders• Excellent interpersonal skills• Excellent written and oral communication skills, including proposal and technical report writing, presentations, publications and online content• Strong problem solving, negotiation and adaptive management skills• Fluency in written and spoken English | <ul style="list-style-type: none">• Working ability in French, Portuguese and Swahili• Experience of Environmental Impact Assessments or Critical Habitat Assessments• Wilderness and First Aid certification |
| Knowledge and experience | <ul style="list-style-type: none">• A postgraduate degree in a relevant discipline or equivalent work experience in a relevant field | <ul style="list-style-type: none">• PhD in relevant discipline |

| | | |
|------------------------------|---|---|
| | <ul style="list-style-type: none"> • Experience of delivering biomonitoring activities within conservation projects, preferably in Africa • Substantial practical and analytical experience related to biodiversity data collection methodology including but not limited to transects and camera trapping • Substantial experience in capacity building for in situ staff, partners and government authorities • Experience in the development and implementation of biodiversity programmes and long-term biomonitoring protocols • Experience working within an interdisciplinary team and coordinating/aligning work with several teams within a country programme • Experience working effectively with government agencies, communities and community-based organisations, partner NGOs • Experience of managing and reporting on donor funds • An understanding of key issues affecting landscape level biodiversity conservation in different African regions | <ul style="list-style-type: none"> • Experience supporting in situ staff to develop and enhance field protocols and skills • Experience using eDNA as a survey technique • Experience in standardizing protocols across multiple projects • Demonstrable publication record |
| Behavioural qualities | <ul style="list-style-type: none"> • Excellent team player, able to seek out and harness the views and contributions of others • Output driven, committed to developing and producing high quality work • Culturally sensitive • Passionate about in situ mentoring and capacity building • Self-motivated, independent and resourceful • Commitment to FFI's mission and vision • Dedication to remaining up to date and globally relevant on biomonitoring practice and connecting this to FFI • Commitment to organisational and legal compliance • Commitment to responsible management of donor funds • Rigorous and diligent approach to work | |
| Other | <ul style="list-style-type: none"> • Entitlement to work in the UK • Willingness to travel to remote locations with limited resources and amenities | <ul style="list-style-type: none"> • Valid driving licence |

How to Apply

Applications, consisting of a covering letter explaining why you feel you should be considered for this post, a full CV (tailored to the role as advertised, highlighting relevant experience and achievements) and contact details for two referees (who will not be contacted without your permission) should be sent to africajobs@fauna-flora.org

Please mark your application '**Technical Specialist, Biomonitoring, Africa**'.

The closing date for applications is **Sunday 2 June 2019**.

Interviews are expected to be held during the weeks commencing **Monday 10 and 17 June 2019**.

Candidates selected for interview will be contacted by email or telephone – please specify your preferred method of contact in your covering letter and indicate where you saw the position advertised.

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