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## **Agriculture Biodiversity Intern**

**“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**

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# 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.

## People & Nature Team

The work of the People & Nature programme focuses on people-centred and place-based approaches to deliver inclusive, tangible and financially sustainable outcomes for people and nature. With a range of technical expertise, the programme currently has thirteen staff working across the three inter-related themes of Governance Equity & Rights, Sustainable Agriculture, and Enterprise & Finance. It supports the development of key local enabling conditions for socially just and economically-viable conservation actions.

As part of the internship, you will be working on the agriculture portfolio within the wider People & Nature team. There are currently three individuals working full-time on agriculture within the team. The agriculture portfolio of the People & Nature team supports site-based projects in Africa, Asia Pacific, Americas & Caribbean, and Eurasia, with the design and delivery of sustainable agriculture interventions. Our aim is to deliver sustainable impact for both people and biodiversity, through strengthening local agriculture systems. The team uses agroecological approaches rooted in science, to harmonize ecosystem functioning, nature conservation and food production. Working with farmers and local partners, we combine scientific and traditional knowledge and adapt approaches to the local social and environmental context. Through these processes we support farmers to enhance on-farm biodiversity, soil quality, water provisioning, climate resilience, nutrition, and wellbeing, to deliver long-term benefits to Fauna & Flora's conservation projects and the communities living closest to them.

## The Opportunity

On-farm biodiversity is key for providing ecosystem services within farmlands, as well as contributing to the resilience of biodiversity within the wider landscape. There is a growing body of research on how certain farmland management practices can support more on-farm biodiversity, and the beneficial impacts that this can provide to farmers (e.g., pollination). However, findings can vary greatly across studies, making it difficult to identify which agricultural practices can effectively increase biodiversity on farms. During this internship you will review the current knowledge, engage with in-country teams to capture their experiences, and develop management recommendations to help farmers to adopt practices which support more biodiversity on their farms, and so contributing to more ecologically resilient and biodiverse landscapes.

This internship will help you strengthen your skills in information synthesis and critical thinking, where you will work closely with agriculture-focused colleagues to develop guidance on what to consider when designing interventions for improving on-farm biodiversity. You'll learn about the practicalities of implementing conservation projects in the field by interacting with agriculture staff from in-country teams and develop communication skills by engaging in meetings and developing

and disseminating your findings (e.g. by developing recommendations, presenting results).

During this internship, you will have the opportunity to collaborate and work within the wider People & Nature team, by attending monthly meetings and discussions. Working within an international conservation organisation, you will learn from ongoing projects across the globe, to gain experience in biodiversity conservation within agricultural landscapes.

We are looking for a candidate who is passionate about on-farm biodiversity and biodiversity-friendly agricultural approaches and has a strong interest in learning and knowledge exchange. You must be a team player, with the ability to develop and work on your own initiative and have strong interpersonal skills and consideration for working with individuals from diverse cultures and backgrounds.

Note that this internship has been designed to create a professional development opportunity for people who are new to the conservation sector. Therefore, applicants should have less than two years' paid or unpaid experience in the conservation sector (not including academic work).

**This role is not eligible for sponsorship for a Skilled Worker Visa.**

## Terms and Conditions

<b>Start Date:</b>	August 2024
<b>Duration of Contract:</b>	3 months
<b>Probation Period:</b>	4 weeks
<b>Gross Salary:</b>	£22,310 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  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:** Agricultural Biodiversity Intern

**Reports to:** Technical Specialist, Agriculture

**Key working relationships:** Senior Technical Specialist, Agriculture  
Programme Officer, Agriculture  
Agriculture specialists (regional)  
People & Nature team

## Purpose:

The purpose of this internship is to create guidance for in-country teams and partners on what to consider when designing interventions for improving on-farm biodiversity.

## Main Duties:

- Review published research, reports and practical guidance relating to enhancing on-farm biodiversity
- Lead meetings and/or focus groups with in-country staff to gather information about the management and benefits of on-farm biodiversity across a variety of agricultural landscapes
- Critically assess information gathered to identify most important actions for Fauna & Flora projects
- Develop recommendations and guidance materials about enhancing on-farm biodiversity, to share with in-country teams
- Disseminate and present findings across Fauna & Flora
- Attend regular meetings with the People & Nature team and agriculture-focused colleagues

# Person Specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"><li>• Able to collate and disseminate information</li><li>• Strong written and verbal communication skills</li><li>• Fluency in written and spoken English</li></ul>	
<b>Knowledge and experience</b>	<ul style="list-style-type: none"><li>• Some knowledge of biodiversity monitoring, sampling techniques and/or experimental design</li><li>• Interest in biodiversity conservation within agricultural landscapes</li><li>• Interest in learning and knowledge exchange</li></ul>	<ul style="list-style-type: none"><li>• Experience in conducting a literature review, meta-analysis, or similar</li><li>• Some understanding of data collection in focus groups, interviews or similar methods</li></ul>

<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Willingness to learn and collaborate with wider teams within Fauna &amp; Flora</li> <li>• Aware of the potential personal/career impact of this internship opportunity</li> <li>• Good organisational and time management skills, with a structured and methodical approach to work</li> <li>• Demonstrates Fauna &amp; Flora's Values</li> <li>• Strong interpersonal skills and culturally sensitive</li> <li>• Team player who is also able to work independently and use their own initiative</li> <li>• Open to learning and able to pick up new skills</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Less than two years' paid or unpaid experience in the conservation sector (not including education)</li> <li>• Interest in and empathy with the mission and vision of Fauna &amp; Flora</li> <li>• Pre-existing right to work in the UK</li> <li>• Available for the full duration of the internship</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:
  - How you qualify as an early career conservationist
  - Detail the ways in which you meet the person specification and give examples where you can.

- Explain what you hope to get out of the internship
- Full CV
- Contact details for two referees (who will not be approached without your permission)

Applications should be submitted electronically to [Selene.Gutierrez@fauna-flora.org](mailto:Selene.Gutierrez@fauna-flora.org)

Please mark your application '**Agricultural Biodiversity Intern**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is 14 of June 2024.

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**