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Community-led Conservation Intern, Scotland

“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

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.

Scotland Team

Fauna & Flora is one of only a few international organisations working in the Eurasia region and is helping to raise awareness of the need for action amongst other international conservation and development charities. Our conservation work in Scotland is founded on the belief that establishing functional, effective and independent community organisations, working towards their own local and national nature conservation agendas, brings about positive change for biodiversity. We work to increase the participation of community members in natural resources management and emerging nature-based economies, and on building the capacity of community groups in Scotland to deliver community-led conservation.

Since 2014 Fauna & Flora has been championing and supporting a growing number of community groups across Scotland to engage in local conservation and restoration efforts, focused initially in coastal areas. This has demonstrably helped these communities to realise their ambitions to deliver positive changes for the marine environment and resulted in a dynamic network of engaged and vocal community groups working together to campaign for policy changes and bringing about tangible biodiversity benefits: The Coastal Communities Network (CCN).

Outside of CCN, we support community leadership of nature protection and restoration across any ecosystem, whether land or sea. Our work includes support to community groups to play a key role in the scaling up of conservation and restoration in Scotland, while ensuring communities are at the heart of the approach, nationally. Alongside this, we support local groups to continue to engage in ongoing management as well as policy opportunities.

The Opportunity

Fauna & Flora's Scotland team is actively working to develop ways to offer further in-depth support to the community groups we work with to address the barriers that they identify and are looking to build our input in the terrestrial sphere, including taking part in conversations around rapidly developing nature finance mechanisms, and increasing our stakeholder network. This is an exciting stage for the team, as we further develop aspirations around land-based community conservation, as well as support the Coastal Communities Network (CCN) on their journey towards independence as a community-governed network.

This internship is a valuable learning opportunity for someone with an interest in community-led conservation in Scotland. You will work across the Scotland team, engaging with colleagues within the wider Eurasia regional programme and relevant cross-cutting teams, as well as locally-based partners and contacts. You will gain knowledge of the current conservation context in Scotland, increase your understanding of project development within small teams, build your networks and support the planning and running of workshops and events. More specifically, you will play a key

supporting role in the development of our work in Scotland through: desk-based research on community-led conservation, updating stakeholder mapping, network research, supporting key meetings, and a review of Scotland's national and international nature obligations. There is also the opportunity to support the organisation and delivery of the CCN annual gathering in October 2024 and planned community workshops later in the year, as well as to engage in national policy consultations.

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

Start Date:	Late August / Early September 2024
Duration of Contract:	3 months
Probation Period:	4 weeks
Gross Salary:	£22,310 per annum
Location:	Fauna & Flora's office space in central Edinburgh, UK Current policy offers partial remote working within the 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 Fauna & Flora UK offices are closed Group Life insurance, currently set at a benefit of 4 x basic salary
Hours of Work:	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: Community-led Conservation Intern, Scotland

Reports to: Programme Manager, Scotland

Key working relationships: Community Support Specialist, Scotland
Coastal Communities Network (CCN) Coordinator
Capacity Building Support Specialist, Scotland
Director of Operations, Eurasia
Partnerships & Organisational Development team
The Coastal Communities Network, Scotland

Purpose:

The Community-led Conservation Intern will offer valuable support to some key pieces of work across the Scotland team, enabling our future activities to be designed and implemented according to robust information and appropriate to the wider conservation and community context in Scotland. The Intern will also provide additional capacity support to the team in some vital areas of their ongoing work, including our delivery of the annual CCN gathering and network communications.

Main Duties:

- Carry out desk-based research on terrestrial community-led conservation across Scotland and communicate this to the Scotland team, producing a shareable report.
- Update stakeholder mapping records through research and the use of a stakeholder mapping tool.
- Research existing community conservation networks across Scotland through both desk-based research and conversations with external contacts.
- Support the organisation and delivery of key external meetings alongside Fauna & Flora and CCN colleagues, by helping with organising, recording and logistic.
- Review Scotland's national and international nature obligations and present the findings.
- Contribute to the organisation and delivery of the annual CCN gathering in October 2024 and planned community workshops in Autumn 2024.
- Engage in relevant national policy consultations, where appropriate, for example, by tracking new consultations, bringing together information, drafting internal documents and attending meetings.
- Support the CCN Coordinator with network communications, for example, website updates and designing case studies.
- Join the regular Eurasia regional programme team meetings and other relevant forums, for example, the marine working group, partnerships working group, CCN forum meetings and online sessions.

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Fluency in written and spoken English • Good research skills and the ability to gather information and synthesise it into a concise format • Strong organisational and time management skills, with the capacity to meet deadlines 	<ul style="list-style-type: none"> • Website management or design (WordPress)
Knowledge and experience	<ul style="list-style-type: none"> • Experience in conducting desk-based research, sifting through information and compiling reports • Some understanding of, or an interest in, current biodiversity & conservation issues in Scotland • Some knowledge of the community sector and/or of community-based conservation projects or groups 	<ul style="list-style-type: none"> • Experience of carrying out semi-structured interviews or questionnaires • Some understanding of marine conservation issues.
Behavioural qualities	<ul style="list-style-type: none"> • Enthusiastic • Aware of the potential personal/career impact of this internship opportunity • Open to learning and able to pick up new skills • Aware of the potential personal/career impact of this internship opportunity • Demonstrates Fauna & Flora's Values • Team player also able to work independently and use own initiative • Able to communicate with diverse groups in a sensitive way 	
Other	<ul style="list-style-type: none"> • Less than two years' paid or unpaid experience in the conservation sector (not including education) • Interest in and empathy with the mission and vision of Fauna & Flora • Pre-existing right to work in the UK • Available for the full duration of the internship 	

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 rebecca.plant@fauna-flora.org

Please mark your application '**Community-led Conservation Intern**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Sunday, 7 July 2024**. Interviews are likely to take place during the week commencing **Monday, 22 July 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, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org

Fauna & Flora values diversity and is committed to equality of opportunity