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# **Component Lead for Protected Area Management, Biodiverse Landscapes Fund Lower Mekong Landscape**

“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.

## **Asia-Pacific Programme**

Working closely with local partners, the Asia-Pacific Programme currently includes a broad range of species and landscape-targeted conservation initiatives in Cambodia, Indonesia, Vietnam, and Myanmar, and has country programme offices in Phnom Penh, Jakarta, Hanoi, and Yangon. Around 70 projects are being implemented in the region by a team of approximately 200 staff, consultants, volunteers, and partner organisations with an annual regional budget of approximately USD 10 million.

## **Lower Mekong Landscape Programme**

Fauna & Flora has begun a new programme of work within the Lower Mekong Landscape covering more than one million hectares of the Annamite mountains, incorporating three large forest complexes and encompassing Cambodia, Laos, and Vietnam. The defined areas of intervention are part of one of the world's most biodiverse landscapes, incorporating important but threatened protected areas (PAs). Funded by the UK Government's Biodiverse Landscapes Fund (BLF), the overarching aim of this programme is to reduce poverty and create sustainable economic opportunities for communities.

The programme will be implemented through a consortium of highly experienced INGOs, led by Fauna & Flora, and including SNV, and IUCN, working in close collaboration with local partners and Indigenous Peoples and Local Communities (IPLCs), ensuring that activities respond to locally identified and prioritised needs. The six integrated project components include livelihood, tenure, and illegal wildlife trade; agriculture and markets; infrastructure and development; ecotourism; protected area management; and programme management and monitoring, evaluation, and learning.

This position will lead on one of the six components, "Protected Area Management", providing the opportunity to take a significant role in driving forward this transboundary programme of work and bringing this vision to fruition.

The "Protected Area Management" component aims to enable IPLCs to participate in protected area governance, zonation, and management. This aims to ensure improved, sustainable access to forest resources whilst incentivising them to become active in its protection. Building the capacity of government and community rangers will reduce threats to critical habitat, natural carbon stocks and globally threatened species, impacting wildlife trade and green-house gas (GHG) emissions from land-use change.

# The Opportunity

Fauna & Flora is seeking an experienced manager to oversee the protected area management component within the BLF programme, providing cross-cutting thematic technical guidance and leadership.

The successful candidate will have sound technical knowledge and proven experience of actively engaging in the protected areas management, particularly in south-east Asia, and/or working with both ranger units and community-based conservation organisations. You will have a strong proven track record in project and grant management, and be skilled in providing strategic advice and technical input to the design, development, implementation, evaluation, and reporting of projects. You will have experience and technical expertise in managing and advising projects or interventions which address issues of sustainable use and illegal wildlife trade.

This role will be responsible for the design, delivery, and reporting of work being delivered across three countries and by the different organisations. As such, strong leadership and people management skills are essential to ensure a professional and motivated team that delivers effectively to meet project aims, objectives, and timelines. The role also requires a skilled communicator who is confident in developing and managing relationships internally and externally with partner organisations, and relevant stakeholders, including donors and funders.

You will be able to demonstrate an understanding of the statutory and regulatory frameworks within which Fauna & Flora operates, as well as a commitment to organisational, donor, and legal compliance. You will have an advanced degree or equivalent level qualification in a relevant discipline and/or substantial experience in a related role. Experience working in the South-East Asia region is highly desirable.

## Terms and Conditions

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	Three year fixed-term contract
<b>Probation Period:</b>	Six months
<b>Gross Salary:</b>	USD 42,210 per annum
<b>Location:</b>	Fauna & Flora BLF Office, Phnom Penh with regular travel across Cambodia, Vietnam and Laos
<b>Benefits:</b>	For international appointments, Fauna & Flora expatriate benefits apply: <ul style="list-style-type: none"><li>• 25 working days annual leave entitlement</li><li>• Medical insurance</li><li>• Annual return flight home</li><li>• Relocation flight on commencement of employment</li></ul>

- Repatriation flight on termination of employment
- Relocation allowance/Repatriation allowance
- Accommodation allowance

N.b. This is an unaccompanied position.

**Hours of Work:** This is a full-time position, working Monday to Friday from 8:00am to 5:30pm, with 1.5 hours break from 12:00pm to 1:30pm.

## Job Description

**Job Title:** Component Lead for Protected Area Management

**Reports to:** Team Lead, Biodiverse Landscapes Fund

**Key working relationships:** BLF Management Team and Component Leads  
 Fauna & Flora Cambodia and Vietnam Programme Country Directors  
 Asia-Pacific Programme Team (UK);  
 Cross-Cutting Teams, especially Illegal Wildlife Trade (UK).  
 BLF Consortium Partners (IUCN & SNV)  
 BLF Lower Mekong Landscape Coordinator Points of Contact in host country governments

### Purpose:

The purpose of this role is to provide leadership and technical advice for the implementation of the Protected Area Management component (Component 5) of the BLF programme, feeding into all other programme components, to improve participation in protected area governance and to reduce threats, including those from illegal wildlife trade and unsustainable use. Central to this task will be project management, developing approach and methodology, coordination of work and people between partners and country programs, and improving capacity of the team and stakeholders such as government staff, local NGOs, and community organisations.

### Main Duties:

#### Technical

- Working closely with the MEL Manager, oversee the development and implementation of biodiversity, forest cover, and threat assessment/monitoring protocols using established methods including (but not limited to) systematic camera trapping, acoustic surveys, land-cover remote sensing, and snare counts, focusing on key/ indicator species within each sub-landscape
- Support the development, trialling, and subsequent implementation of methodologies for the systematic monitoring of snares as a measure of both hunting pressure and conservation impact
- Supported by international and regional GIS units, carry out annual forest-cover change assessments, supported by drone surveys where possible, and including fragmentation and connectivity metrics
- Where appropriate, develop high-level recommendations for the recovery of species at

- specific sites, for use within or beyond the lifetime of the project
- Facilitate the updating of management plans for all PAs/Biosphere reserves, based on biodiversity and threat assessments
  - Support the collaborative and participatory development of management plans for newly gazetted PAs
  - Facilitate the establishment of co-management/stakeholder advisory committees where appropriate
  - Interface with the Monitoring, Evaluation, and Learning manager for the BLF to ensure that data is robustly designed and gathered, catalogued, and stored for reporting
  - Track policy developments, analyse relevant policies, develop policy recommendations for related topics, and engage in advocacy with the relevant audiences in line with the project goals and objectives

### **Capacity Development**

- Carry out PA Training and Resource Needs Assessments at key sites, based on ASEAN competency standards, and implement training courses accordingly
- Work with the Illegal Wildlife Trade (IWT) technical specialists, internationally and regionally, to support development of crime prevention approaches, for both community wardens and government rangers, to tackle illegal wildlife trade and/or logging activities
- Supported by IWT technical specialists, conduct training for government and community patrol groups in developing bespoke SMART data models and SMART patrolling (including the monitoring of snaring activity in established blocks), and provide operational support for SMART patrols in priority sites
- Facilitate monthly meetings to support the use of SMART data to identify illegal wildlife activity trends and feed into adaptive management of all sites
- Establish performance-based payment mechanisms to incentivise community guardian schemes and reward effective PA management
- Pilot sustainable financing mechanisms for PA management (e.g., eco-tourism, PES, REDD+ etc)
- Support and facilitate knowledge sharing and coordinated action across the landscape through transboundary meetings with stakeholders and patrols
- Work closely with the Social Equity & Rights manager to ensure all enforcement-related capacity development is carried out in accordance with the projects' Social Safeguarding protocols

### **Project Management**

- Provide day-to-day leadership and direction of all Component 5 activities. Develop and update the component work plan in response to insights gained from six-monthly and annual learning cycles, ensuring that work is technically sound, evidence based, and consistent with BLF priorities and outcomes
- In line with the Team Lead, oversee the inception, integration, and delivery of Component 5 activities against the relevant workplan, targets, and budgets, coordinating the inputs of regional and cross-cutting teams and partners as necessary and appropriate, to ensure effective and timely completion of deliverables
- Support the Team Lead in ensuring the work carried out in Component 5 achieves the greatest possible impact, including providing the necessary leadership to inspire and motivate the project component team in a timely and cost-efficient manner

- Working with other BLF component leads, ensure all work is aligned with and supporting their work and, conversely, that they incorporate and consider work from your component in their roles
- Working with consortium partners and country teams, ensure that workplans and resources are in place to meet objectives, and that timelines are met and delivered within budget
- Support the Monitoring, Evaluation, and Learning specialist to deliver data and information at the landscape/programme level and facilitate adaptive management both within this component and the broader project
- Ensure work is implemented in adherence to DEFRA, the Fund Manager, the Independent Evaluator (the OneTeam), and Fauna & Flora's project cycle, operating standards, policies and procedures, to a high quality and to budget and donor requirements
- Oversee and ensure identification, minimisation and management of safeguarding and human rights issues and risks within the implementation of country-specific safeguarding priorities

### **Reporting and Fundraising**

- Support annual METT scoring, SMART data reporting, and snare count analysis
- Support in developing funding proposals that meet the co-financing requirements of the BLF's programme of work in the Lower Mekong Landscape as specified by project Theory of Change (ToC) processes, ensuring alignment with parallel projects, leading to a cohesive programme of work addressing both the ecological and social dimensions of the landscape.
- Ensure input from relevant Fauna & Flora staff and partners, and maximise the opportunities for capacity development
- Coordinate and lead the reporting for Component 5, with input from country teams, consortium partners, cross-cutting teams, and specialists in coordination with the Monitoring, Evaluation, and Learning Manager for the BLF

### **Partnerships and Communications**

- Work closely with other technical specialists and programme manager within the BLF project management unit, and with the country teams and partners to ensure the integration of programme work and activities
- Work closely with regional and Cambridge-based technical specialists, including those working on wildlife trade, conservation finance & enterprise, agriculture, and social equity & rights, as part of sharing learning and to ensure our work is aligned with Fauna & Flora conservation policies and practices
- Work with the BLF OneTeam, particularly DEFRA, to ensure that all communications out of the project and project activities are in line with donor requirements

### **Other duties**

- Undertake any other tasks commensurate with the position that may be requested of you, from time to time, by your Line Manager

# Person Specification

	Essential	Desirable
<b>Skills, Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Technical expertise in designing and implementing biodiversity monitoring systems, including camera trapping, sign/acoustic transects, and remote forest-cover, and including the setting of baselines for impact measures.</li> <li>• Ability to harmonise data and draw conclusions to inform adaptive management decisions at a landscape level</li> <li>• Strong leadership and proven ability to collaborate effectively with partner organisations, government institutions, and communities</li> <li>• Excellent facilitation, training, and coaching skills</li> <li>• Proven ability to plan, organise, and prioritise workload to meet deadlines</li> <li>• Strong problem-solving, negotiation, and conflict-management skills</li> <li>• A team player and able to work on your own initiative, and with strong interpersonal and communication skills</li> <li>• Strong, clear verbal and written communication skills, including technical report writing</li> <li>• Fluency in English, both spoken and written</li> </ul>	<ul style="list-style-type: none"> <li>• Language skills in any of the target countries (Cambodia, Vietnam, and Laos)</li> <li>• Technical experience in resource mapping and land-use planning using participatory tools</li> </ul>
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Relevant degree or equivalent qualification and at least 5 years' experience in biodiversity conservation, preferably with a focus on protected area management/capacity</li> <li>• Experience with developing and operating SMART patrol and/or enforcement systems, particularly focusing on threats from poaching and snaring</li> <li>• Knowledge or experience of developing training programmes to build the capacity of government rangers and community guardians to reduce illegal wildlife activities</li> <li>• Experience of/familiarity with PA gazettelement processes, including participatory zonation and management</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of evidence-based crime prevention approaches to tackle illegal wildlife trade</li> <li>• Knowledge of sustainable financing systems, as a means for resourcing and incentivising long-term PA management</li> <li>• Knowledge of the identification and application of OECM approaches</li> </ul>



	<p>planning, and including for community-protected areas, preferably in SE Asia</p> <ul style="list-style-type: none"> <li>• Experience in carrying out and acting upon training and resource needs assessments</li> <li>• Knowledge or experience of delivering participatory action research, working collaboratively with governments and/or community stakeholders</li> <li>• A broad understanding of policy work and how it can impact conservation initiatives</li> <li>• Ability to work within a dynamic and often high-pressure environment, culturally sensitive, flexible, and adaptable</li> <li>• Team player, with ability to seek out views of others and build positive working relationships with people from different backgrounds and cultures</li> <li>• Capable of dealing with challenges in a patient, creative, positive, and constructive manner</li> <li>• Commitment to compliance and responsible management of donor funds</li> <li>• Able to work effectively and diplomatically in a geographically dispersed and international team</li> <li>• Able to travel often for long periods in remote areas with basic living conditions</li> <li>• Interest in and empathy with the mission and values of Fauna &amp; Flora</li> <li>• Demonstrates Fauna &amp; Flora's values</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Willingness and ability to travel regularly and at short notice within project sites</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 why you are applying, relating your experience and skills to the role
- Full CV
- Contact details for two referees (who will not be approached without your permission)

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

Please mark your application “**Component Lead for Protected Area Management, Biodiverse Landscapes Fund**” and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Sunday 14 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 Bethan New, People Officer, International on: [bethan.new@fauna-flora.org](mailto:bethan.new@fauna-flora.org).

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