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Central Asia: Ranger and Community Engagement 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

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.

The Central Asia Programme

Fauna & Flora has been working in Central Asia since 1997, and over the years we have been involved in a wide variety of activities, including protected area management, community-based conservation, conservation of threatened species such as the snow leopard, important biodiversity research and monitoring and capacity building of several local organisations.

Fauna & Flora has registered offices in Kyrgyzstan and Tajikistan and supports conservation activities of its partners in Kazakhstan and Uzbekistan. Our current programme includes work to conserve several of the region's most precious ecosystems, including the fruit-and-nut forests, semi-desert and steppe ecosystem and several areas of montane grassland. We also work to protect several highly threatened species, including wild apples, pears and tulips as well as species affected by illegal wildlife trade, including medicinal plants, saker falcons, steppe tortoise and saiga antelope. As a team, we work with many partners across the region, working to build local capacity and ensure that local people are at the heart of our work to conserve the region's stunning biodiversity.

For this internship, you will be joining a dynamic team working across Central Asia and you will work closely with the wildlife trade Programme Manager for Central Asia, the Saiga conservation Project Manager and project partners.

The Opportunity

Saiga antelope populations, by the early 2000's, were decimated with only around 50,000 individuals left in 2007. Due to long term conservation efforts from national and international NGOs working in partnership with governments Saiga numbers now stand at over 2.7 million. This almost unprecedented and remarkable conservation success has led to the downlisting of Saiga from critically endangered to near threatened by the IUCN Red List. With increased population comes new and emerging threats, including increased human and wildlife coexistence issues.

Rangers in Kazakhstan and Uzbekistan, often from local communities, are charged with protecting biodiversity across vast areas of the Central Asian Steppe often in challenging conditions with limited equipment. Resources, such as water and good pasture land, are adversely affected by the impacts of climate change and competition grows for these limited resources between growing Saiga populations and local communities. In this context, rangers have an added duty to engage and work with local communities and they are often faced with difficult situations where the human rights of both rangers and the local communities are challenged.

It is vital that rangers are aware of the obligations to promote human rights-based conservation and equally important, are aware of their own human rights and minimum standards. Supporting well

planned and applied training in human rights can lead to positive knock-on impacts not only for communities and rangers but also for biodiversity.

This internship is a great opportunity to work with Fauna & Flora's cross cutting teams and national partners in Uzbekistan and Kazakhstan to strengthen Saiga conservation within range states by supporting efforts to build capacity amongst rangers and protected area management. You will work closely with the Wildlife Trade Programme Manager, Saiga Conservation Project Manager, project partners the Saiga Conservation Alliance (SCA) and the Association for the Conservation of the Biodiversity of Kazakhstan (ACBK) as well as key staff from across Fauna & Flora to help develop complementary training modules on improving community relations and buy in, safeguarding, and ranger conduct. You will also see how these are adapted to local contexts and manage the translation of materials into local languages (by engaging professional translators).

During this internship, you will have the opportunity to build your understanding of current efforts across the conservation community to support rangers globally, through such initiatives as the Universal Rangers Support Alliance (URSA). You will also develop an understanding of existing approaches to ranger training globally in the field of human rights, codes of conduct and standard operating procedures, and contribute to the development of training resources for Rangers. Through working collaboratively with cross-cutting teams and the Eurasia Central Asia programme, you will build a network of connections in the conservation field while gaining experience on how an international conservation NGO works.

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: September 2024

Duration of Contract: 3 months

Probation Period: 4 weeks

Gross Salary: £22,310 per annum

Location: Fauna & Flora, Cambridge
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: Ranger and Community Engagement Intern

Reports to: Programme Manager, Wildlife Trade, Central Asia

Key working relationships: Saiga Conservation Project Manager, Central Asia
Partner organisations in Kazakhstan and Uzbekistan
People & Nature Team
Technical Specialist, Social Safeguards, Africa

Purpose:

Support the development of training modules for rangers covering topics related to improving community relations and buy in, safeguarding and ranger conduct, by using existing resources to inform content (including the Training Design & Facilitation Manual for Rangers and Human Rights being currently developed by Fauna & Flora).

Main Duties:

Review existing materials and training resources available for rangers to introduce and strengthen existing safeguards, by:

- Working across Fauna & Flora to collate known resources internally
- Conducting desk-based research to create a rapid assessment report of existing global training resources used to strengthen ranger standards of operating procedure, code of conduct, human rights-based approaches and engagement with communities.
- Using the rapid assessment, work with the Central Asia Programme Manager for Wildlife trade and others to identify and assess priority gaps in existing modules in relation to human rights based approaches and community engagement.
- Providing recommendations for topics for inclusion within the existing modules
- Reviewing the impact of previous training from existing resources to highlight examples of best practices

Support the Eurasia team to develop modules on community and ranger relations and safeguards, including:

- Selecting best methods of training delivery for the training objectives
- Building narrative language into training modules
- Ensuring compliance and conformity to national training curricula expectations and standards
- Designing and creating accompanying PowerPoint slides to be used during training
- Working with in-country teams and project partners to facilitate translation
- Support logistical planning of the delivery of training in country using developed modules.

Person Specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Able to collate and disseminate information • Strong written and verbal communication • Good organisational, planning, and time management skills, with a structured and methodical approach to work • Fluency in written and spoken English • Ability to use analytical skills to identify gaps in existing resources • Confident user of Microsoft PowerPoint 	<ul style="list-style-type: none"> • Fluency in Russian or Kazakh • Scheduling and co-chairing of online meetings using Zoom and Microsoft Teams
Knowledge and experience	<ul style="list-style-type: none"> • Experience conducting desk-based research • An interest in community/human rights-based conservation • Experience working with different cultures • Experience building relationships and partnerships inside and outside your organisation/school/work place • Experience adapting materials to meet the needs of different audiences 	<ul style="list-style-type: none"> • Knowledge of the conservation challenges in Central Asia • Development and/or delivery of training resources
Behavioural qualities	<ul style="list-style-type: none"> • An interest in conservation • Aware of the potential personal/career impact of this internship opportunity • Proactive, able to work independently and as part of a diverse team based across different countries 	<ul style="list-style-type: none"> • Interest in the interface between academic research, training resources and conservation practice
Other	<ul style="list-style-type: none"> • Less than two years' paid or unpaid experience in the conservation sector (not including education) • Interest and empathy with the mission and values 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 matt.lowton@fauna-flora.org

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

The closing date for applications is **Wednesday, 14 August 2024**. Interviews are likely to take place during the week commencing **Monday, 26 August 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

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