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Technical Specialist, Enterprise

“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.

People & Nature Programme

The People & Nature programme focuses on people-centred and place-based approaches to deliver socially just and tangible conservation outcomes that are environmentally, socially and economically sustainable. With a range of technical expertise, the programme works across the three interrelated themes of Enterprise, Agriculture and Governance, Equity & Rights.

The programme's work is central to Fauna & Flora's delivery of conservation that supports rightsholders and other stakeholders to achieve sustainable conservation outcomes. We promote approaches that are co-designed and led by indigenous peoples and local communities, and support the creation of the necessary tenurial, governance, structural and economic conditions for these to succeed.

Improving equity, recognising and respecting rights and increasing governance quality are all critical foundations for the achievement of conservation outcomes that are sustainable in the long-term, together with enabling the generation of the revenues needed to support both people and conservation. Taking these issues into account, our support to projects and partner organisations to build livelihoods and to deliver sustained local finance for conservation is delivered through a variety of approaches that are adapted and driven by local contexts and priorities. These include agroecology, market systems development, nature-positive enterprise development and local sustainable finance mechanisms.

The Enterprise team within the People & Nature programme supports projects in Asia-Pacific, Africa, Eurasia and Americas & Caribbean to establish and grow a portfolio of nature positive enterprises and associated local sustainable financing initiatives. We work with indigenous peoples, local communities, entrepreneurs, private sector partners, other supply chain actors and investors in the development of financially viable businesses at all scales with tangible positive impacts for people and nature. Such impacts include the generation of revenues for conservation and restoration activities and increasing the sustainability of livelihoods.

We work across a range of sectors including agriculture and forest product commodities, tourism and the blue economy. In tandem, to enhance our site-based impacts, we continue to pioneer innovations across this area of work, including inclusive conservation finance, insurance and biodiversity funds, to underpin the harnessing of effective private sector engagement in place-based conservation.

The Opportunity

Fauna & Flora is seeking qualified candidates for the position of Technical Specialist, Enterprise to play a pivotal role in the design and implementation of nature-positive enterprises and associated local sustainable finance mechanisms in Fauna & Flora's projects around the world.

The primary focus of the role is to provide direct technical input, capacity development and learning for the establishment, scaling up or scaling out of nature-positive enterprises and associated local financial mechanisms across Fauna & Flora's global portfolio.

You will be a highly motivated and organised individual, looking to apply your expertise in business and entrepreneurship to solve conservation challenges. You will have excellent technical skills in the incubation and scaling of enterprises, including business strategy, facilitation of international market access and leveraging private sector partnerships. Ideally, you should have work experience in the private sector, including purpose-led enterprises.

You will have demonstrable experience in market research and analysis, business plan development, financial modelling, business valuation, and investment pitch deck creation.

You will have excellent interpersonal and communication skills, including the ability to liaise across teams and cultures as well as from rural entrepreneurs to companies and investors. You will enjoy applying your business skills to complex issues and explaining these in plain and accessible language.

You will have excellent facilitation, training and coaching skills. The ability to plan, organise and prioritise workloads to meet deadlines will be a key attribute. Fluency in English is essential, and French is highly desirable. Knowledge of languages relevant to Fauna & Flora's work, such as Bahasa, Swahili, Russian, Portuguese or Spanish, will be highly valuable

You should hold a relevant degree or equivalent level qualification or equivalent professional experience in business, economics or other relevant discipline. You should be passionate about supporting others to develop their knowledge and skills while being open to learning and able to quickly pick up new skills. You will have experience of applying your skills to a conservation, development or natural resource management context in less developed countries.

Fauna & Flora is part of Cambridge Conservation Initiative in the David Attenborough Building, providing a great platform for collaboration with other conservation organisations and University of Cambridge departments and institutions. You will be joining a diverse team with global responsibilities and the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation.

This position will be based in Cambridge with international travel as required to meet project needs.

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

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Permanent
Probation Period:	Six months
Gross Salary:	£38,400 – 40,430 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 For employees on UK-based contracts, Fauna & Flora currently provides a pension contribution of 8% of salary after 3 months' continuous employment. 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.

Job Description

Job Title:	Technical Specialist, Enterprise
Reporting to:	Senior Technical Specialist, Enterprise
Key Relationships:	Director, People & Nature People & Nature team Other cross-cutting programme staff, particularly Business & Nature, Climate & Nature Linkages, Design & Impact Regional programme and project managers Finance Business Partner, Cross-cutting Programmes

Purpose:

To provide direct technical input, capacity development and learning for the establishment, scaling up or scaling out of nature-positive enterprises and associated local financial mechanisms across Fauna & Flora's global portfolio that have tangible outcomes for people and nature.

Implementation & Management

- Provide direct technical advice and input on nature-positive enterprises as agreed with line manager and in close collaboration with relevant project managers, technical specialists and partners.
- Support the development of inclusive finance mechanisms, such as micro-loans, insurance, and other instruments, that deliver tangible biodiversity and social outcomes.
- Work closely with regional teams and partners to undertake market research, rapid feasibility assessment using business model canvas, financial modelling, investment pitches and pipeline development.
- Conduct sustainable finance assessments at the landscape level to establish objectives, identify funding needs, and determine the most suitable financing options, considering the local context and enabling conditions
- Facilitate engagement with companies and other strategic partners that can help nature positive enterprises to achieve and expand access to appropriate markets, including negotiation of joint venture opportunities
- Work closely with project teams, including cross-cutting task teams, to ensure continued alignment of enterprise components of projects with wider conservation objectives and approaches
- Manage assigned individuals through objective setting, continuous performance management, annual appraisal, formal training provision and personal development planning in line with Fauna & Flora best practice.
- Identify and mentor individuals within regional teams and associated partner organisations to develop the skillsets necessary to deliver enterprise development.

Development and fundraising

- Lead and support the development of new approaches and strategic partnerships that will enhance Fauna & Flora's work on nature-positive enterprises and local sustainable finance mechanisms in consultation with your line manager
- Proactively seek funding opportunities in agreement with your line manager and work with the People & Nature programme, regional teams and other relevant colleagues to develop

technically robust, high quality funding proposals that include appropriate indicators, activities and budgets.

- Represent Fauna & Flora’s work to relevant external audiences to share learning aligned with organisation approaches, raise our organisational profile, and identify opportunities for new collaborations and funding opportunities

Learning, Knowledge Management & Communications

- Be the team’s co-focal point on Monitoring, Evaluation & Learning (MEL), working closely with People & Nature colleagues and the Design & Impact team to support conservation enterprises to monitor, evaluate and learn from their biodiversity, economic and social impacts.
- Develop and apply tools, guidelines, briefing papers and blended learning materials to support internal and external learning and capacity-exchange
- Support the development of varied external and internal communications (blogs, technical briefs, media releases) which raise the team’s profile including through pages on Fauna & Flora’s intranet, a community of practice, newsletters and website.
- Proactively engage with external stakeholders, peers and concepts to ensure that Fauna & Flora is kept abreast of emerging trends and good practice in enterprise. Ensure this knowledge gained is available across the organisation and our partners by contributing to Fauna & Flora’s Sustainable Finance Working Group.

Other duties:

- With the agreement of your line manager, perform any other tasks that may be requested from time to time, commensurate with skills, experience and role

Person Specification

	Essential	Desirable
Skills, knowledge and experience	<ul style="list-style-type: none"> • Technical skills in market research and analysis, business plan and financial model development, business impact measurement, costing, marketing and sales planning and executing, and undertaking risk assessments. • Excellent project management skills: work planning, stakeholder management, financial and activity reporting. • Fluency in written and spoken English • Capacity building and mentoring skills in enterprise development and sustainable finance for conservation (with the ability to deliver targeted business training and support to Fauna & Flora partner staff and non-experts) • Outstanding interpersonal skills, to work well within a small and focused team as well as interact effectively with international project stakeholders. • Proven track record of developing enterprises 	<ul style="list-style-type: none"> • Fluency in written and spoken French, Spanish or Portuguese and other language skills relevant to Fauna & Flora’s work e.g., Bahasa, Swahili, Russian, Turkish. • Experience in the private sector, including work with impact investment funds. • Advanced degree in business or finance related discipline. • Experience in developing Micro-

	<p>designed to achieve positive social and/or conservation impacts in developing economies</p> <ul style="list-style-type: none"> • Degree or equivalent level qualification or equivalent professional experience in business, finance, economics or other relevant discipline (fisheries, forestry, tourism, resource management) • Knowledge and established networks in at least one of the following sectors: blue economy, tourism, agriculture or forestry • Experience in developing successful funding proposals • An understanding of the development sector and marine and terrestrial biodiversity conservation issues in particular. 	<p>loan or insurance or other inclusive finance products.</p> <ul style="list-style-type: none"> • Experience working in an organisation with a matrix management structure
Behavioural qualities	<ul style="list-style-type: none"> • Demonstrates Fauna & Flora's Values • Able to work under pressure, prioritise and manage a diverse workload, and deal with challenges in a pragmatic way • Passionate about working with a wide range of different people and supporting others to develop their knowledge and skills • Open to learning and able to quickly pick up new skills • Team player also able to work independently and use own initiative • Commitment to organisational compliance • Flexible to respond to demands of operating across different cultures and time-zones 	
Other	<ul style="list-style-type: none"> • Commitment to and empathy with Fauna & Flora's mission and vision • Openness to learning and innovation • Willingness to travel internationally, including to remote areas • Pre-existing right to work in the UK 	

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 amy.ainsworth@fauna-flora.org

Please mark your application '**Technical Specialist, Enterprise**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **Sunday, 27 October 2024**. Interviews are likely to take place in the first week of November.

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