



FAUNA & FLORA
INTERNATIONAL

**Ecosystem Services
Specialist,
Americas and Caribbean**

Application Pack

“In the past century FFI 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,
FFI Vice-president**

Innovative conservation since 1903

FAUNA & FLORA INTERNATIONAL

Founded in 1903, Fauna & Flora International (FFI) is the world's longest-established international conservation organisation. Our vision is to create a sustainable future for the planet where biodiversity is conserved by the people living closest to it. We aim to do this through the conservation of threatened species and ecosystems worldwide, choosing solutions that are sustainable, based on sound science and take account of human needs. We operate primarily in developing countries where there is little capacity to conserve endangered and threatened habitats and species. We have become a trusted entity in the world of conservation. Today FFI is active in over 40 countries.

ECOSYSTEM SERVICES AND ENVIRONMENTAL MARKETS

A shift in political thinking is beginning to result in tangible and significant economic value being assigned to some of the ecosystem services that are derived from biodiversity. Markets are emerging for watershed services, carbon storage and, in some cases, the protection of endangered species (for example, "biodiversity off-sets" and "species banking"). Many more services such as pollination, flood protection, or maintenance of nutrient cycles are not currently valued.

FFI's Environmental Markets Programme is focused on harnessing the power and resources of commercial markets to protect threatened habitats and provide real and meaningful benefits for the local communities who depend upon them. Understanding the values of ecosystem services is inherently complex and much recent interest has focused on the economics of ecosystems and biodiversity.

We have been building expertise and a track record in this area for many years primarily through our work with carbon, and the expansion of our work on ecosystem services lies at the heart of our strategy for the period 2009-2013. We are developing our work around a range of other ecosystem services such as water and pollination, taking our learning from our work with carbon to help us better realise the opportunities other environmental markets can provide.

We aim to translate emerging markets for ecosystem services (water, carbon and biodiversity) into sustainable finance for practical conservation in the field. This is a global initiative which complements our work in the field, where we will help local communities and partners to be effective, reliable suppliers of ecosystem services. In this way, FFI can make a significant contribution to the huge challenge of bridging the gap between emerging global/national mechanisms for monetizing ecosystem services and the realities of local management of natural resources on the ground.

AMERICAS AND CARIBBEAN PROGRAMME

The FFI Americas and Caribbean Programme works to deliver the organisation's mission in the wider Caribbean and Latin America. Currently the programme is working in Belize, Nicaragua, Ecuador, Brazil, Antigua & Barbuda and St Lucia. We work closely with local and national partner organisations, so a typical model is for a country programme to have just one or two FFI staff, supported by our regional team (based in Cambridge and Ecuador) and FFI's specialist cross-cutting teams in areas such as livelihoods, governance and ecosystem services. Our funding is derived mainly from private individuals, foundations, corporate partners and bilateral development agencies.

The programme is working to conserve globally important habitats including dry forest, lowland Chocó and Amazonian forest, as well as coastal and marine habitats in the eastern tropical Pacific and Caribbean. With a focus on landscape and habitat level conservation, in which communities have a central role, our lines of action include development of participatory governance systems for protected areas, support for development of local livelihoods, establishment of private protected areas, restoration of offshore islands and engagement of industries to improve their environmental practices. In this context, a high priority is the valuation and maintenance of ecosystem services, which have always been an integral part of biodiversity conservation and fundamental to local livelihoods. Ecosystem services have great potential to contribute more to sustainable development through innovative mechanisms, both market-based and non-market.

THE OPPORTUNITY

Due to our expanding programme of work, FFI is seeking an individual to support our developing programmes in Environmental Markets and Ecosystem Services. S/he will work with the Environmental Markets team and the Americas and Caribbean team to explore the issues and develop opportunities within the current Environmental Markets and Americas and Caribbean Programmes presented by the environmental markets and ecosystem services concept.

The successful candidate will have practical experience in developing REDD projects and projects that use the payments for ecosystem services (PES) approach (in a broad sense, market-based or otherwise).

S/he will be a strong team player and enjoy working in a dynamic team environment where strategic approaches and conceptual thinking are being brought to deliver innovative projects that benefit conservation and communities. S/he will have a degree or equivalent level qualification in a relevant discipline and/or strong experience in a related role.

TERMS AND CONDITIONS

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|------------------------------|--|
| Start Date: | As soon as possible |
| Duration of contract: | One-year fixed-term contract with potential to extend, subject to business need and funding availability |
| Probation Period: | Three months |
| Salary: | Negotiable (USD) |
| Benefits: | For international appointments FFI expatriate benefits will apply |
| | NB: This is an unaccompanied position |
| Location: | The position is based at Fauna & Flora International, Quito, Ecuador, with travel within the Americas region and beyond. |
| Hours of Work: | This is a full-time position, with working hours in accordance with the working hours of the host country. |

JOB DESCRIPTION

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| Job Title: | Ecosystem Services Specialist, Americas and Caribbean |
| Reporting to: | Programme Director, Environmental Markets, with all in-region activities to be agreed with and overseen by the Regional Director, Americas and Caribbean . The principal tool for achieving this will be jointly approved workplans. |
| Location: | Quito, Ecuador |
| Line manages: | N/A |

Responsibilities include:

- Develop and maintain partnerships with institutions in the region as appropriate to add value to FFI's environmental markets and ecosystem services portfolio and to increase the capacity of local organizations.
- Contribute to regional dialogues on REDD+ and other environmental markets and ecosystem service mechanisms, and track positioning of government and civil society organizations on these issues, especially community and biodiversity aspects.
- Manage the implementation of a REDD+ project in the Awacachi Corridor, Ecuador, ensuring that all internal and external reporting requirements are met.
- Provide technical advice and assistance for the development of ecosystem service and environmental markets components of the existing Americas & Caribbean Programme, with a focus on bringing them to practical application.
- Identify practical opportunities for FFI and partners to use environmental markets or other ecosystem service mechanisms to contribute to biodiversity conservation and community development.

Specific responsibility 1 - Awacachi Corridor REDD+ Project

- 1) Liaise with the Programme Director Environmental Markets, REDD Community Specialist, Forest Carbon Specialist, Ecuador Programme Manager, Regional Director Americas and Caribbean and the Director and staff of FFI partner, Fundación Sirua, to develop a best-practice REDD+ project in the Awacachi corridor.
- 2) Coordinate the completion of the relevant "community" sections of two Project Development Documents (PDDs) under the Verified Carbon Standard (VCS) and Climate, Community, and Biodiversity (CCB) standards, including working with appropriate local staff and partners to:
 - a) Conduct a REDD+ education and awareness-raising and Free, Prior and Informed Consent (FPIC) process for the project.
 - b) Collect socio-economic data and establishing a socio-economic monitoring framework.
 - c) Understand community-related threats and opportunities, including scope for "sociobosque" projects in adjacent areas.
 - d) Design a system of benefit-sharing with neighbouring communities and relevant Parish Councils, which is equitable and creates incentives for compliance and cooperation with forest conservation efforts.
 - e) Design institutional arrangements for the REDD+ project.

- 3) With assistance from the Forest Carbon Specialist, oversee local consultants to undertake the following activities in the Awacachi Corridor, supervised and supported by Fundación Sirua:
 - a) Undertake a forest carbon inventory in accordance with national Standard Operating Procedures
 - b) Develop a baseline forecast for unplanned deforestation
 - c) Collaborate with the Natural Sciences Museum and/or other local scientists on a biodiversity assessment of the Corridor
 - d) Ensure timely delivery of all of the above
- 4) Oversee the implementation and use of the project budget related to the development of the REDD+ PDD, and work with Environmental Markets staff to ensure the provision of accurate and timely expenditure reports.
- 5) Under the direction of the Ecuador Programme Manager, act as the FFI focal point on REDD+ and other climate change issues in Ecuador with relevant government institutions and ministries, as well as other regional, national and local organizations and NGOs.
- 6) Under the direction of the Ecuador Programme Manager, liaise with the Government of Ecuador to track REDD+ developments at the national level, work towards recognition of the REDD+ project in the Awacachi Corridor at the national level, including, if appropriate, obtaining all necessary licenses to establish and trade REDD+ carbon credits for the project.
- 7) Coordinate with Environmental Markets staff to facilitate field visits as necessary.
- 8) Feed into the risk analysis for the project and flag issues that may result in project failure.

Specific responsibility 2 – Ecosystem services and environmental markets in the regional programme

- 1) Liaise with and provide technical advice to the Americas and Caribbean Programme Manager responsible for ecosystem services and related matters.
- 2) Carry out any necessary follow-up in-country to the recent feasibility study for a potential REDD+ project in the Villano area of Hydrocarbon Block 10 in the Ecuadorian Amazon, under an agreement between Agip Oil Ecuador and FFI.
- 3) Lead the development of one or more practical ecosystem service schemes, benefitting biodiversity and communities, within an existing FFI programme in the region.
- 4) Work with the Ecuador Programme Manager to identify areas of high value for biodiversity, water catchment and potentially other ecosystem services, particularly in areas around Quito, and potentially to develop a partnership with the water authority, municipality, and relevant national organisations.
- 5) Under the direction of the Regional Director, liaise with potential partners in Peru on the development of conservation projects involving ecosystem services, including REDD+ .
- 6) As may be requested and achievable in the time available, provide advice and assistance on other ecosystem service and environmental markets aspects of FFI's programmes in the region, principally Brazil, Nicaragua and Belize.

PERSON SPECIFICATION

| | Essential | Desirable |
|---------------------------------|--|---|
| Skills | <ul style="list-style-type: none"> • Ability to manage complex projects, involving diverse actors and cultures, and requiring efficient project planning, budgeting, implementation, reporting, monitoring and evaluation • Ability to develop and implement practical projects in the field, which enable partners and stakeholders to achieve conservation and community objectives • Ability to communicate and collaborate effectively with partner organisations, including governments, NGOs, community groups and businesses • Analytical and strategic thinking, applied to programme development and implementation • Excellent skills in writing reports, analyses, proposals and other materials • Fluency in English (spoken and written) • Good Spanish (spoken) | <ul style="list-style-type: none"> • Good Spanish (written) |
| Knowledge and experience | <ul style="list-style-type: none"> • Relevant advanced (MSc or PhD) degree in environment, economics or business management • Four years' working experience in environment and the development and management of projects, preferably involving ecosystem services and communities in developing countries • Understanding of ecosystem services and environmental markets, including REDD+, and associated social and policy issues • Track record of producing feasibility studies, plans and proposals for projects with conservation, social and commercial objectives | <ul style="list-style-type: none"> • Experience of community enterprise development • Experience working in the finance sector on valuation |
| Behavioural qualities | <ul style="list-style-type: none"> • Shows initiative and ability to overcome challenges • Can work effectively in a widely dispersed team • Willing to travel within Latin America • Enjoys living and working in developing countries | |

APPLICATION PROCESS

Applications, consisting of a covering letter explaining why you are applying for the position and relating your experience and skills to the role, a full CV, and contact details for three referees (who will not be approached without your permission) should be submitted via email to paul.herbertson@fauna-flora.org or by post to Paul Herbertson, Programme Director Environmental Markets at: Fauna & Flora International, 14 Buckingham Street, London, WC2N 6DF.

Please mark your application '**Ecosystem Services Specialist, Americas and Caribbean**' and indicate in your covering letter where you saw this position advertised.

The closing date for applications is **Monday 19th September 2011**.

Interviews will be held on **26th and 27th September 2011**.

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

FFI 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 Kathie Alban, HR Manager, FFI, on Tel: +44 (0)1223 579330 or Email: kathie.alban@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity