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Technical Specialist, Combating Wildlife Trafficking Activity

“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.

Caribbean Programme

Fauna & Flora is one of only a few international organisations working in the Caribbean region and is helping to raise awareness of the need for conservation action and to build the capacity of local partners in the region to conserve priority species and habitats. Fauna & Flora currently supports more than a dozen active projects in the Eastern Caribbean all of which were instigated by local request. These projects encompass a variety of themes including climate change adaptation, endangered species recovery, sustainable financing for conservation, and preventing illegal wildlife trade.

The Caribbean Illegal Wildlife Trade project started in 2017 with US Fish and Wildlife Service funding as a response to the concerning illegal trade of Eastern Caribbean reptiles for the pet markets in the US, Europe and Japan. The project covered work on Barbados, Dominica, Saint Lucia, Saint Vincent and the Grenadines. With a new grant from USAID, the project is now expanding to other Caribbean islands that are involved in this illegal activity, including Grenada, Jamaica, the Bahamas, the Dominican Republic, and Trinidad and Tobago. This new USAID grant focuses on four specific objectives in the nine listed countries:

- Objective 1: Enhance monitoring and protection by local law enforcement;
- Objective 2: Increase the capacity of law enforcement agencies and the judiciary to mitigate poaching and trafficking;
- Objective 3: Strengthening regional coordination/collaboration, policy harmonization, & CITES implementation;
- Objective 4: Understand and influence attitudes and behaviours towards reducing demand.

The Opportunity

We are looking for an experienced and qualified Technical Specialist to join Fauna & Flora to provide both technical input and project management skills to the Combating Wildlife Trafficking Activity (CWTA) project. The project has been established to combat wildlife trafficking as a means to reduce threats to biodiversity in the Caribbean region. Working under the direction of the Chief of Party, CWTA, the role will involve working in close collaboration with Fauna & Flora staff, and coordination with partners and stakeholders in Grenada, Barbados, Dominica, Saint Lucia, Saint Vincent and the Grenadines, Grenada, Jamaica, the Bahamas, the Dominican Republic, Trinidad and Tobago, and across the region.

This role will be responsible for the technical design, delivery and reporting of activities for the CWTA project, which include ecological population monitoring, support for locally led patrols, policy advocacy, law enforcement and judicial capacity building, and behaviour change campaigns relating

to illegal wildlife trade in the Eastern Caribbean.

We are looking for an experienced coordinator with the ability to deliver within a complex conservation project. The successful candidate will work proactively with agreed staff and partners to ensure the timely delivery of key technical elements of the project with limited day to day oversight from the project's Chief of Party. They will also support effective monitoring, evaluation and reporting for elements of the project delegated to them. The successful candidate will have experience working on large-scale government-funded projects and know how to build good relationships with partners and donors, including smaller local partners that require mentorship. The applicant should have relevant technical skills (for example in either illegal wildlife trade and/or social sciences and conservation) and be able to work independently, while seeking appropriate skills and advice from cross-cutting team and regional experts.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Fixed-term contract until 7 March 2026
Probation Period:	Three months
Gross Annual Salary:	USD 40,415
Location:	Antigua, Antigua and Barbuda.
Benefits:	20 working days' annual holiday entitlement plus Public/Bank Holidays For international appointments, Fauna & Flora expatriate benefits will apply.
Hours of Work:	This is a full-time position, working Monday to Friday from 8.00am to 5.00pm, with a one-hour lunch break.

Job Description

Job Title: Technical Specialist, Combating Wildlife Trafficking Activity

Reports to: Project Manager (Chief of Party), Combating Wildlife Trafficking Activity

Key working relationships: Grants and Contracts Officer, Caribbean
Finance & Administration Officer
Finance Business Partner, Americas & Caribbean
Programme Manager(s), Caribbean
Technical Specialist, Cross-cutting Wildlife Trade, UK
Caribbean Lead
Cross-cutting teams in Cambridge including but not limited to those working on policy, conservation technology, social equity and rights
Partner organisations

Purpose:

The Technical Specialist, CWTA will lead on the technical aspects of the CWTA project across the Eastern Caribbean portfolio of countries while taking an active role in the overall project management by ensuring the effective, efficient and timely delivery of its conservation activities focused on addressing illegal wildlife across the Caribbean. The post-holder will provide day to day management, technical guidance and input to project implementation, as well as monitoring and input on the reporting to F&F and donors. This position will work in close collaboration with partners and will mentor and build the capacity of key stakeholders on illegal wildlife trade.

Responsibilities:

Under the line-management of and in collaboration with the Chief of Party, CWTA, and working with the relevant partners and F&F teams, the Technical Specialist, CWTA will have the following responsibilities:

Technical Input and Leadership

Responsible for the delivery of specific project activities, as agreed with the Chief of Party, CWTA, which may include:

- Conducting fieldwork to research illegal wildlife trade and consumption dynamics in the region to support the design of project activities, including a behaviour change campaign for consumers of illegal wildlife products;
- With the support of the wildlife trade team ensuring that necessary data is collected to deliver data-driven activities, such as competency assessments, online trade monitoring, and social science surveys for behaviour change campaigns;
- Working with and mentoring local patrol teams to improve their data collection, data analysis, and patrolling strategy, to inform adaptive management of counter-wildlife trafficking interventions (ideally incorporating principles of wildlife crime prevention and problem-oriented wildlife protection);
- Organising and delivering biomonitoring and law enforcement training events;
- Organising and facilitating multi-stakeholder national and regional meetings;

- Supporting country stakeholders in their surveying of populations of target reptile species for the project;
- With the support of the policy team working with national government stakeholders to help improve national legislation for CITES implementation; and/or
- Co-ordinating other specific project deliverables with partners in-country.

Project Management

- Be responsible for the timely delivery, monitoring, evaluation and reporting for agreed activities, in line with donor and Fauna & Flora requirements;
- Ensure the effective design of key project activities;
- Ensure best practice and learning informs project and activity delivery, through both desk research and appropriate engagement of relevant technical and regional staff members, as well as key external partners and specialists;
- Ensure project progress is effectively and regularly tracked against plans and ensure data is collected by the project feeds into regular adaptive management processes;
- Where appropriate, and respecting existing organisational relationships, develop and manage relationships with partner organisations and government officials on behalf of the CWTA project, helping to support their implementation of the activities for which they are responsible. This will include working with partners to identify any potential hurdles to implementation, and seeking solutions to these (where necessary bringing in support from other parts of Fauna & Flora);
- Produce or contribute to reports for external and internal stakeholders on project progress. This includes collating data from field and in-country team members and partners for high-quality progress reports to the donor for quarterly and annual grant reporting;
- Work with the Caribbean team and partner organisations to develop communications materials related to the project, collaborating with Fauna & Flora's communications team as well as the project donor to ensure adequate and timely design and dissemination of these;
- Ensure coordination within the relevant teams in Fauna & Flora so all key stakeholders are up to date on project implementation and progress; and
- Help to ensure the incorporation and coordination of programme activities within the broader Caribbean programme, through regular and proactive communication and collaboration. This includes sharing learnings from the CWTA project, contributing ideas for new projects, participating in project planning workshops and contributing to the development of funding proposals.

Partnership Capacity Building

- Work with the Finance & Administration Officer and the Grants & Contracts Officer, Caribbean to identify partners' main capacity gaps and design trainings or monitoring mechanisms to ensure that the CWTA project contributes partners' overall growth while delivering project objectives.

Compliance Support

- Ensure proper data storage management, following Fauna & Flora's data management framework, so all aspects of the project are properly documented for ease of use during implementation of activities and donor reporting;
- Support team members in the procurement and purchase of equipment and services as

required, ensuring adherence to relevant Fauna & Flora's and donors' policies and procedures;

- Work with the Chief of Party, CWTA, and the Grants and Contracts Officer, Caribbean to support compliance with donor requirements.

Other

- Work in full compliance with Fauna & Flora policies and procedures and other protocols, ensuring work is done to high quality and within budget. Undertake other activities that you may, from time-to-time, be asked to perform which are commensurate with your skills and experience;
- Duties may be altered, reasonably added or delegated from time to time to reflect changes within the project's activities and structure.

Person Specification

	Essential	Desirable
Skills, Knowledge and Experience	<ul style="list-style-type: none"> • Excellent project management skills • Relevant technical biodiversity conservation and/or aligned social science and/or countering illegal wildlife trade related skills • Excellent organisational and time management skills, with a structured and methodical approach to work and a clear focus on outputs • Ability to generate, compile and analyse technical information, including qualitative and quantitative data, with evidence of good report writing skills • Highly effective interpersonal and communication skills, including ability to work across teams and cultures • Excellent facilitation, training and/or coaching skills • Experience working with law enforcement authorities, government stakeholders, NGOs, and communities in different cultural contexts • Practical field experience in survey and monitoring and/or social science research methodologies • Experience working in the Eastern Caribbean • Experience of organising/leading workshops or training courses 	<ul style="list-style-type: none"> • Knowledge and experience in illegal wildlife trade issues, experience within the Caribbean region a plus • Substantial experience of illegal wildlife trade project implementation • Ability to summarise technical information for a range of audiences • Proven experience of supporting or collaborating with local or community organisations in relevant contexts • Practical field experience in wildlife crime prevention, including applying methods like problem-wildlife protection and situational crime prevention • Second/advanced degree in relevant subject • Experience working on USAID funded projects

	<ul style="list-style-type: none"> • Relevant degree or equivalent qualification (e.g., biodiversity conservation, sustainable development/development studies,) and/or significant relevant professional experience delivering conservation or relevant projects • Understanding of working on government grant funded projects • Proficiency in English 	<ul style="list-style-type: none"> • Experience in raising awareness and creating marketing materials
Behaviour Qualities	<ul style="list-style-type: none"> • Demonstrates Fauna & Flora's values • Ability to build positive team and organisational relationships • Excellent team player • Works well under own initiative • Shows initiative and a positive approach to dealing with challenges and problems • Ability to apply critical thinking and evidence-based decision making to complex conservation issues 	
Other	<ul style="list-style-type: none"> • Willingness and ability to travel regularly to project sites within the Eastern Caribbean 	

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 marisa.victor@fauna-flora.org.

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

The closing date for applications is **Sunday 8 December 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.

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