



**FAUNA & FLORA**  
INTERNATIONAL

**Spatial Analytics Officer,  
Conservation Partnerships**

**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 have become a trusted entity in the world of conservation. Today FFI is active in over 40 countries.

## **CONSERVATION PARTNERSHIPS**

At Fauna & Flora International (FFI) we believe that the only way to effectively protect our natural world in the long term is by working with others, and particularly with those who live and work closest to the threatened species and ecosystems we are striving to protect. Partnership is therefore at the very heart of our organisation and is central to everything we do. We work collaboratively with a huge range of people and groups – from communities, governments, NGOs and businesses based locally, to international organisations, corporations and multilateral bodies.

We also believe good conservation decision-making depends on good information. Baseline biodiversity surveys, monitoring transects, household surveys, groundwater sampling points, habitat maps, satellite images, camera trap photos, aerial videos and underwater sound recordings; conservation data is as diverse as the nature it seeks to understand. These data are also fundamental to FFI's Mission. In working with our partners we seek to harness information like this to understand the local situation, ecologically and socially, and to help inform landscape-level approaches.

## **WORKING WITH BUSINESS FOR CONSERVATION**

FFI will work with companies that are committed to effective biodiversity management and conservation. Potentially, almost all that an extractive or development operation does will have some possible impact on biodiversity. Such impacts are not limited to endangered or threatened plants and animals but include the impacts on ecosystem services and functional processes at the landscape level.

Through spatial approaches we support partners to understand the biodiversity contexts of their operations, their potential impacts and identify opportunities to mitigate their actions and strengthen the management of biodiversity and ecosystem services.

## THE OPPORTUNITY

FFI is seeking a Spatial Analytics Officer to join its Extractives and Development Infrastructure (E&DI) team. You will have graduate qualifications in Geographical Information Systems (GIS), or alternatively significant experience in applied GIS with a degree in life sciences, environmental studies or other relevant subject. Remote sensing and/or web GIS experience would be an advantage. With an interest in conservation, you will ideally have experience in spatial and temporal analysis of wildlife, conservation or environmental issues. With strong numerical, writing and organisational skills, you will be highly motivated, show initiative and have the ability to work both independently and as part of a team.

Although a member of the Extractives and Development Infrastructure team, you will also work across FFI's portfolio of conservation programmes, supporting the use of GIS for conservation planning and science applications throughout the organisation to assist FFI to further achieve its mission and communicate its achievements. You will also be willing to pitch in with more administrative elements of work, as required. This position is based in FFI's headquarters in Cambridge, UK.

## TERMS AND CONDITIONS

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	One-year, fixed-term contract
<b>Probation Period:</b>	Three months
<b>Salary Range:</b>	£22,000 - £25,000 per annum dependent on skills and experience
<b>Location:</b>	Fauna & Flora International, Cambridge
<b>Benefits:</b>	25 working days annual holiday entitlement plus Public/Bank Holidays and any normal working days that fall between 24 <sup>th</sup> December and 31 <sup>st</sup> December inclusive, during which time FFI UK offices are closed.  FFI currently provides a pension contribution of 2% of salary after 3 months' continuous employment, rising to 8% of salary after the completion of 6 months' continuous employment, or following completion of probationary period, whichever is the later.  FFI also provides Group Life insurance for all staff on Cambridge-based contracts, currently set at a benefit of 4 x basic salary.
<b>Hours of Work:</b>	This is a full-time position, working Monday to Friday from 9.00am to 5.30pm, with a one-hour lunch break.

## JOB DESCRIPTION

**Job Title** Spatial Analytics Officer, Conservation Partnerships

**Reporting to** Technical Specialist, GIS

### Overall objective

To provide Analytics support to the Extractives and Development Infrastructure programme and the development of cross-cutting Analytics capacity through:

- Geospatial and other data analyses, associated reporting and visualisation
- Contribution to the development of FFI spatial tools
- Improvement of field collection processes and standards of data management
- Development and maintenance of central resources, including training materials, data and software, and internal community of practice

### Specific Duties:

#### **Analytics support to Extractives and Development Infrastructure and regional projects**

- Provide geospatial support including, for example, land use change analysis, habitat mapping, risk/impact assessments, ecosystem service modelling
- Integrate data (e.g. GPS, field observations, aerial photographs, survey data) obtained from field projects into geospatial formats
- Compile, maintain, and distribute spatial data to relevant projects on request
- Create maps for proposals and external communication pieces
- Assist in the development of models using ESRI and/or open source software
- Contribute to report document writing
- Participate in discussions and presentations within the E&DI team, central and distributed FFI conservation programmes, and with partners and external stakeholders

#### **Development of FFI Analytics capacity**

- Assist in the management and development of FFI ArcOnline platform
- Support deployment/installation of software
- Actively engage with regionally-distributed FFI Analytics practitioners, through contributions to internal and external community platforms
- Support the development of training materials and assist delivery of internal training to others in data management, software, tools and methods
- Assist in the procurement of new spatial projects and collaborations
- Liaise with the Communications team to develop web-based GIS applications to support external communication goals
- Provide advice or support to Regional teams and other cross-cutting teams, as required
- Keep up-to-date with developments in conservation and geospatial tools and methods

#### **General**

- Conduct other elements of desk-based research as required within the Extractives & Development Infrastructure team (e.g. due diligence)
- Represent FFI projects and programmes to external parties as appropriate
- With agreement of the line manager, perform other tasks that may be requested from time to time that are appropriate to skills and experience, including broader representation of FFI and its programmes

## PERSON SPECIFICATION

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrable command of ESRI ArcGIS Desktop software (v10x) and extensions, including spatial analyst</li> <li>• Proven geospatial data acquisition and data management skills</li> <li>• Able to break-down, understand and explain complex problems</li> <li>• Strong organisational and time management skills</li> <li>• Advanced skills in standard computer applications, including MS Excel or Access</li> <li>• Fluency in English</li> <li>• Good report writing skills</li> <li>• Strong communication skills, to both technical and non-technical audiences</li> <li>• Networking and collaborating skills</li> </ul>	<ul style="list-style-type: none"> <li>• Competence in other spatial softwares such as QGIS, remote sensing software, spatial planning and decision support tools</li> <li>• Experienced with statistical spatial analyses in, e.g. landscape ecology and ecosystem service modelling</li> <li>• Intermediate programming skills in, e.g. Python, SQL, IDL or JavaScript</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Degree or equivalent level qualification in GIS, or alternatively a degree or equivalent level qualification in life sciences, environmental studies or other relevant subject with significant experience in GIS</li> <li>• Proven relevant experience in geospatial analysis, preferably for conservation and/or land management purposes</li> <li>• Familiarity with general environmental, ecological and biological processes</li> </ul>	<ul style="list-style-type: none"> <li>• Good understanding of international conservation and of the NGO sector</li> <li>• Sound statistical knowledge/use of software packages</li> <li>• Understanding of extractive impacts</li> </ul>
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Strong, demonstrable commitment to conservation</li> <li>• Ability to show initiative, to work independently and as part of a team</li> <li>• Reliability and efficiency</li> <li>• Ability to assess and prioritise tasks effectively to accomplish projects to deadlines</li> <li>• Willingness to learn and acquire knowledge/skills as required</li> <li>• Commitment to FFI's mission</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Entitlement to work in the UK</li> <li>• Ability and willingness to travel</li> </ul>	

## HOW TO APPLY

Applications should consist of the following:

1. A covering letter outlining how you meet the requirements of the role and your motivations for applying
2. A full CV and contact details for two referees (who will not be approached without your permission)

and should be sent by email to [analytics@fauna-flora.org](mailto:analytics@fauna-flora.org)

Please mark your application '**Spatial Analytics Officer, Conservation Partnerships**'.

The closing date for applications is **Sunday 11 March 2018**.

Interviews are likely to be held during the week commencing Monday 26 March 2018. Candidates selected for interview will be contacted by email or telephone – please specify your preferred method of contact in your covering letter and indicate where you saw the position advertised.

No agencies please.

## 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, Head of HR, on Tel: +44 (0)1223 749046 or Email: [kathie.alban@fauna-flora.org](mailto:kathie.alban@fauna-flora.org).

**FFI values diversity and is committed to equality of opportunity**