



FAUNA & FLORA
INTERNATIONAL

**Agricultural Specialist,
Wonegizi REDD+ Project,
Liberia**

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 FINANCE & ENTERPRISE

There is growing consensus that donor-based finance is insufficient to tackle many of the problems faced by society. The continued decline in biodiversity and the resulting loss of ecosystem services is no exception. With the pressure on threatened species and habitats rapidly increasing there is a need for significant additional financing for conservation work. This requires innovative operating models in order to respond adequately to the global conservation challenge with the speed and scale required to halt significant further loss.

Funder preferences are evolving and increasingly focused on these innovative operating models. There is a demonstrable shift in interest towards performance/outcome-based funding and in supporting enterprise models for achieving impact, through 'Venture Philanthropy'. There is also an increasing pool of 'impact investors', seeking investments that deliver social and environmental impacts, in addition to varying levels of financial return.

With this backdrop, the Conservation Finance & Enterprise programme addresses the related challenges of establishing long-term, sustainable funding models for conservation; strengthening local and global incentives for conservation; and the urgent need for greater recognition of biodiversity and ecosystem services values within the global economy. The team has a vision where access to sustainable economic opportunities drives positive conservation outcomes by enabling and motivating local and global actors to enhance protection of threatened habitats and species. As agriculture is fundamental to the livelihoods of communities in so many areas that FFI works, support to improve agriculture and market access can have an important role to play in enabling and incentivising more sustainable land use practices.

LIBERIA PROGRAMME

Working closely with local partners, FFI's Africa Programme currently operates in 14 countries in West, Central, East and Southern Africa, and is implementing a range of projects focused on species and habitat conservation, biodiversity planning, protected area management, institutional development and capacity building, sustainable use and community-focused wildlife management initiatives.

Liberia is home to large remaining intact sections of Upper Guinean Forest rich in endemic and endangered species not found elsewhere. These forests are at risk from extreme and immediate threats, such as slash-and-burn agricultural expansion, mining and poaching. Liberia is the Africa region's biggest sub-programme of work, and has been central to FFI's West Africa programme since 1997, supporting re-establishment of capacity for natural resource management throughout Liberia's recovery from years of civil conflict. Recently, communities that were returning to their

ancestral lands have been faced with further challenges to their livelihoods presented by the biggest outbreak of Ebola HV to date. Recognising how vital the country's forests are for its people to thrive, FFI continues to support sustainable livelihoods that work in harmony with biodiversity conservation using multiple science-based, best practice approaches, and at landscape level.

The Liberian Government made a declaration in 2006 to put aside 30% of its forest for a protected area network (PAN) in 2006. To date, less than 4% of the PAN has been officially gazetted to formal protected status. The Wonegizi project site sits on the Liberia-Guinea border and is a key example of a critical transboundary forest found within a proposed protected area that is unable to offer the practical protection required whilst addressing the needs of local communities. With funding predominantly from the Norwegian Development Agency (Norad), which has recently been renewed for a further 5 years, FFI has been working at the site since 2010, with the aim to create Liberia's first REDD+ pilot site, integrated with protected area management.

THE OPPORTUNITY

FFI is seeking a qualified candidate to play a leading role in the design and implementation of the agricultural transformation programme, a key component of the Wonegizi REDD+ Project. The project is one of the most ambitious agricultural extension and transformation programmes undertaken by FFI to date. It is fundamental to sustaining the commitment of local communities to sustainable land use management and reducing deforestation rates, and will pioneer innovation in the long-term financing of conservation efforts in Liberia. At its core is a focus on uniting the conservation and development agendas within and around an area of significant importance for biodiversity – a substantial area of the remaining Upper Guinean Forest ecosystem in Liberia.

The vision and impact of the project will extend beyond the immediate project area, and will inform the development of national policy processes that support replication of community and biodiversity-centred approaches to forest conservation throughout the country. The project illustrates a truly cross-cutting and collaborative approach to delivery, both within FFI and with partners and stakeholders in Liberia. Delivering scalable agricultural transformation that addresses both shifting cultivation practices and commercialisation of cash crop production is central to reducing deforestation. The Agricultural Specialist will need to ensure the project is delivering on the agricultural transformation in line with wider project objectives, with a strong focus on building trust and cooperation with the farmers involved, our local project partners and the wider communities.

You will have strong technical skills in relevant aspects of shifting cultivation, soil management, cash crop development and market access, and experience of managing large scale agricultural development projects. You will have proven skills in the design and delivery of technical training, as well as operational and financial management skills. You will have the training and motivation skills needed to establish trust and engage farmers and local partners, and expertise in the identification and use of locally appropriate technology.

This position will be predominantly based in Lofa County with regular visits to FFI's office in Monrovia, plus occasional other national and international travel as required to meet project needs. In return, the role offers the opportunity to work within a ground-breaking and entrepreneurial organisation, at the forefront of global conservation.

TERMS AND CONDITIONS

- Start Date:** 1 October 2016 (or sooner if possible)
- Duration of contract:** Two-year fixed term contract,
with potential to extend subject to business need and funding availability
- Probation Period:** Six months
- Salary range:** circa USD 35,000 per annum, depending on skills and experience
- Location:** Lofa County (predominantly) and Monrovia, with occasional international travel as required
- Benefits:** 25 working days' annual leave entitlement plus national public holidays observed in Liberia
- For international appointments, FFI expatriate benefits will also apply:
- Medical insurance
 - Provision for accommodation
 - One annual return flight to home country
 - Relocation flight on commencement of employment (if applicable)
 - Repatriation flight on termination of employment (if applicable)
- NB: This is an unaccompanied position
- Hours of Work:** This is a full-time position, working Monday to Friday from 8.30am to 5.30pm, with a one-hour lunch break. These hours may vary depending on the requirements of the job in the field and may include working on Saturdays.

JOB DESCRIPTION

- Job Title:** Agricultural Specialist, Wonegizi REDD+ Project
- Reporting to:** Project Manager, Wonegizi REDD+ Project
- Key Relationships:** The post-holder must have a highly collaborative approach and will work closely with FFI colleagues in Liberia and the UK, national partners and other stakeholders on all aspects of the role. Key internal relationships include:
- Country & Operations Manager, Liberia
 - Programme Manager, Liberia
 - Programme Support Officer, Liberia
 - Project Finance and Administration Assistant, Liberia
 - Head of Conservation Finance & Enterprise
 - Senior Programme Manager, Agricultural Landscapes
 - Senior REDD+ Specialist, Conservation Finance & Enterprise

Technical Specialist, Responsible Investment, Conservation Finance & Enterprise

Programme Manager, Conservation Livelihoods and Governance

Programme Officer, Conservation Finance & Enterprise

Director of Operations, Africa

Wonegizi REDD+ Project Officer

Key partner relationships include: NGO partner Skills & Development Services (SADS), Ministry of Agriculture, Forestry Development Authority, Environmental Protection Agency

Responsible for: Relevant consultancy work commissioned on a needs basis

General responsibilities:

- In close collaboration with the Project Manager, manage the implementation of the agriculture transformation component of the Wonegizi REDD+ Project, planning, coordinating and supporting the inputs of SADS agricultural extension field staff, farmers, and agricultural technical experts
- Provide direct technical input through the design, management, delivery of training and other activities relevant to the agriculture transformation component, and on-going support / mentoring of members of the project team and other stakeholders
- Work closely with the Project Manager and other key members of the project team to ensure continued alignment of the agriculture component of the project with the wider project objectives
- Work closely and collaboratively with SADS senior management (alongside the Project Manager) to develop workplans for, and review implementation activities of the SADS agricultural extension staff

Programme Management

Programme Design:

- In collaboration with the communities and key team members (Project Manager, Agricultural Landscapes and Conservation Livelihoods and Governance advisers, Liberia programme staff, Senior REDD+ Specialist and field experts), develop the design of the Wonegizi agriculture transformation programme incorporating local and regional best practice, taking account of current and future agricultural extension and development in the region
- Develop an implementation plan for the Wonegizi agriculture transformation programme, to be approved by the Project Manager and Project Director
- Working closely with relevant team members, develop a dedicated monitoring and impact assessment plan for the agriculture programme

Programme Delivery:

- Provide relevant training and skills development to community members and, training of trainers for SADS agricultural extension staff and other local partners
- Support the Project Manager to manage the inputs of external contributors to programme delivery, including drafting Terms of Reference, overseeing field delivery and monitoring of outputs
- Lead the management of agriculture component-related procurement, including agreed agricultural inputs (seeds, equipment etc.) and overseeing their appropriate distribution and

use by target communities including identification/use of seed exchanges and high yield variants

- Coordinate the development and use of demonstration plots, or similar agricultural development practices (TBD), and scaling of successful approaches, ensuring ongoing Free, Prior and Informed Consent (FPIC) of participant smallholders
- Provide ongoing support, guidance and oversight to programme participants including farmers and extension officers
- Identify and develop opportunities for improved management of cash crops and access to markets
- Lead on the development, implementation and monitoring of a communications and behaviour change strategy for the Wonegizi agriculture transformation farmers and wider farming communities
- Identify national and regional capacity (technicians or extensionists in Liberia or neighbouring countries such as Guinea) and proven/useful local practices and approaches that will help the project realise its objectives
- Promptly raise any delivery issues / concerns with the Project Manager

Programme Monitoring and Evaluation:

- Design and manage activities adaptively, assessing agricultural and environmental performance of different interventions by establishing suitable indicators with robust baseline data and recommending revisions to the implementation plan on a quarterly basis

Stakeholder Engagement

- Keep abreast of latest technical and policy developments in the agriculture and development sectors, at all levels, relevant to design and delivery of the agriculture transformation programme
- Establish and maintain a constructive working relationship with the Ministry of Agriculture of the Republic of Liberia, and its regional representatives, particularly in relation to technical and credit extension services for smallholders
- Remain up to date on and linked into the work of key actors in the region, and the approaches they are using to ensure sharing of ideas and lessons learnt
- Identify opportunities to link the communities into appropriate regional and national programmes
- Represent the project – with a particular focus on the agricultural elements - at selected national and international events, as required

Programme Learning and Communications

- Facilitate routine programme M&E as agreed in the M&E plan
- Support the Project Manager with donor reporting requirements related to the agriculture programme
- Support the development of internal and external communications, documenting learnings from the programme, to significantly enhance the internal body of knowledge on smallholder agriculture extension work and inform similar projects within the FFI portfolio, and also benefit peers within the sector
- Provide internal training and support to other areas of FFI to transfer technical knowledge where appropriate

Financial Management, Reporting and Administration

- Under the direction of the Project Manager, maintain oversight of the agricultural transformation components of the NORAD project budget ensuring:
 - efficient and cost effective utilisation of resources to maximise achievement of project outcomes
 - compliance with FFI UK and FFI Liberia financial policies and procedures and record-keeping
 - compliance with funding agreements, including co-financing and procurement requirements
- Support the Project Manager to maintain an effective database of agriculture-related project contacts and programme activities
- Support the Project Manager and Finance teams with the development and delivery of financial reports by ensuring timely submission of invoices, all field expenditure related to the agriculture component, including payment of participant per diems as required

Technical Support

- Ensure that field operations are conducted to a high standard of health, safety, welfare, environmental good practice and cultural sensitivity, in line with FFI global policies and procedures and any national policies and procedures
- Provide input to development activities, as requested and where it is relevant to securing co-funding for the Wonegizi REDD+ project, particularly in relation to the agriculture transformation programme of work

General

- Provide input, where appropriate and feasible, to other technical and development work undertaken by the Liberia Programme and across FFI
- With agreement of the Project Manager, perform any other tasks that may be requested from time to time, which are appropriate to the Agricultural Specialist's skills and experience, and relevant to the scope of this role

PERSON SPECIFICATION

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Excellent agricultural project management skills with proven experience in implementation of large-scale sustainable agricultural development projects • Strong technical skills relating to management of West African soils • Strong technical skills related to yield improvement with subsistence agricultural systems particularly in relation to rice • Strong technical skills related to tree/cash crop development in the West African context (and/or with similar crops/varieties) 	<ul style="list-style-type: none"> • Technical skills in management of cocoa, coffee, palm and rubber • Technical skills in Integrated Pest Management design and application suitable for the Upper Guinean forest ecosystem in West Africa • Ability to converse in French

	<ul style="list-style-type: none"> • Excellent training skills with the ability to bring about long-term behavioural change Excellent interpersonal skills with the ability to motivate individuals to achieve excellence • Ability to plan and think strategically and to adaptively manage complex agricultural projects • Ability to assess and prioritise tasks effectively and to deliver projects to deadlines • Proven ability to collaborate effectively with partner organisations, including governments, NGOs, community groups and businesses • Strong verbal communication and diplomacy skills, with ability to present, negotiate and persuade at all levels with confidence and credibility • Strong written communication skills, including report and proposal writing • Fluency in written and spoken English • Current driving licence 	
<p>Knowledge and experience</p>	<ul style="list-style-type: none"> • A Masters' degree or equivalent higher education qualification in a agronomy, soil sciences, agroecology or a related field • Strong, relevant experience of managing sustainable agricultural development projects in the field • Proven experience in improving soil management and fertility of fragile soils particularly in West Africa • Experience of both upland (dry) and lowland/swamp rice development in the West African (or similar) context • Experience of working with rotational dry rice systems • Strong experience of addressing market access issues, supply chain analysis, market development and increasing value (of commodities) for producers • Experience of working with shifting cultivation systems • A strong technical background and understanding of behaviour change in farming systems • Experience working with partners, authorities and communities in varied cultural and political contexts in Africa 	<ul style="list-style-type: none"> • Experience of managing coffee and cocoa projects including access to markets • Experience of managing human wildlife conflict from an agricultural perspective • Experience of Integrated Pest Management in Central or West Africa • Experience in managing statutory funding • Experience of working with sustainable livelihoods models and approaches, such as the Sustainable Livelihoods Framework and SLED • Knowledge and/or experience of using / developing Climate Smart Agriculture and more generally of climate change adaptation approaches • Knowledge and/or experience of using / developing Conservation Agriculture • Knowledge and/or experience of using / developing livelihoods in relation to REDD+ projects

Behavioural qualities	<ul style="list-style-type: none"> • Highly collaborative, output-driven and transparent team player • Ability to work within a dynamic and often high pressure environment • Ability to build and maintain positive personal and organisational relationships, including managing long-distance working relationships by phone, email, Skype and other communications channels • Ability to deal with challenges in a positive way • Sensitive to cultural and gender considerations • Demonstrated commitment to supporting sustainable livelihoods of marginalised peoples • Honesty and integrity with a rigorous approach to work • Commitment to FFI's mission and vision • Commitment to organisational and legal compliance • Commitment to responsible management of donor funds • Ability to live and work independently in a remote setting with logistical constraints • Team player, demonstrating ability to seek out and harness the views and contributions of others 	
Other	<ul style="list-style-type: none"> • Ability to travel regularly and at short notice within Liberia, with occasional international travel 	

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 two referees (who will not be approached without your permission) should be submitted via email to jason.hartley@fauna-flora.org or by post to Jason Hartley, Programme Officer, Conservation Finance & Enterprise at: Fauna & Flora International, 14 Buckingham Street, London, WC2N 6DF, United Kingdom.

Please mark your application '**Agricultural Specialist, Wonegizi REDD+ Project, Liberia**' and indicate in your covering letter where you saw this position advertised.

The closing date for applications is **5pm on Wednesday 7 September 2016**.

Interviews are expected to be held on 13 and 14 September 2016.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact shortlisted 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 749046 or Email: kathie.alban@fauna-flora.org.

FFI values diversity and is committed to equality of opportunity