



RECRUITMENT PACK

TRUSTEE



WELCOME

Thank you for your interest in joining our Council of Trustees.

'There are few things more important than what you are doing here today'. Inscribed in the foyer of FFI's offices, the wise words of Sir David Attenborough, our most distinguished Vice President, are even more relevant now than when they were first uttered.

Fauna & Flora International (FFI) works hand in hand with local organisations, communities and a broad spectrum of other partners worldwide to deliver positive conservation outcomes for people, wildlife and the planet. Whether we are rescuing endangered species from the brink of extinction, safeguarding great swathes of vital habitat, or championing innovative nature-based solutions to the climate crisis; our locally led approach to conservation is making a real, tangible difference for nature and for the people living closest to it. And it's what we are widely respected for by all who work with us, including donors, governments, local people, conservation experts and scientists. Our blueprint for successful, sustainable conservation works at a practical, hands-on local level.

Established over a century ago, we are a thriving organisation working across 40 countries, over 50 million hectares of crucial habitat, locking up close to one billion tonnes of carbon in terrestrial sites courtesy of dedicated and formidably capable staff and with an income of £36.5m in 2021. In recent years, we have seen our staff base almost double and with a new Chief Executive joining us this year, we are at a pivotal moment of strategic development and change with ambitious plans ahead.

My fellow Trustees and I are here to help FFI to make a real difference – from protecting the world's forests, grasslands and wetlands to safeguarding endangered species such as Siamese crocodiles, Sumatran tigers and Saiga antelope in Kazakhstan and pencil cedar seedlings in St Lucia. We want to continue to scale up our impact and seize opportunities, and our people are at the heart of achieving this.

As we look to broaden our breadth and agility as a Board, we are seeking a new Trustee to join us who has operated at a strategic level in HR – ideally with experience of working in organisations that have an international footprint – with deep experience of organisational and cultural change.

Whatever sector your HR expertise has been gained in, you will be a strategic thinker with strong communication skills and the ability to probe and appropriately challenge both the Executive and Board colleagues, deploying a collaborative approach and sound judgement. We are committed to equity, fairness and transparency and we actively encourage applications from people with diverse experience and backgrounds who will bring to the Board the knowledge, skills and commitment to help drive progress, equality, diversity and inclusion.

This role offers an opportunity to join a talented and committed Board of Trustees and to be part of one of the most effective and respected conservation organisations globally. If you value the natural world and think it should be protected for its own sake as well as humanity's, I hope you will read on to find out more.

Liz Rogers
Chair



ABOUT US

Fauna & Flora International (FFI) saves threatened species and ecosystems worldwide, and does this by working with partners to deliver local conservation solutions that are sustainable, scientifically robust and linked to human well-being. FFI acts with integrity, is collaborative, committed, supportive and respectful, and we get things done. Founded in 1903, FFI is the world's longest established international conservation body; our conservation work, and impact, spans the globe. We work in over 300 sites in close to 40 countries, influencing the conservation of over 52 million hectares of crucial habitat and, in the process, locking away almost one billion tonnes of carbon. We are taking direct action to safeguard 100 priority species, benefitting many others in the process, and support the work of literally thousands of people at grass roots level.

OUR MISSION

To conserve threatened species and ecosystems worldwide.

OUR VISION

A sustainable future for the planet, where biodiversity is effectively conserved by the people who live closest to it, supported by the global community.

WHO WE ARE

- We exist to protect the diversity of life on earth for the survival of the planet and its people. We aspire to see threatened habitats, and the species that depend on them, thriving. We work to see nature mitigating dangerous climate change. We need to see a planet that enables all species, including humans, thrive.
- We do this through effective partnerships with in-country organisations and communities. We create long-term change, embedding conservation locally and with in-country institutions.
- We understand that conservation is about people. We take action on urgent threats to key habitats and the species within them, whilst respecting human rights and promoting the sustainability of conservation and local benefits.
- We use our global positioning to drive wider change by influencing governmental and corporate stakeholders.
- We ensure our work is based on the best available evidence, incorporating science, local and traditional knowledge and practical experience, but applying pragmatic judgement to enable rapid responses at this time of biodiversity and climate emergency.

More information on the scale of our global impact can be found in our [2021 Conservation Report](#).



STRATEGY TO 2030

Given the rate and urgency of biodiversity loss, we need to scale our impact. As well as doing more on the ground, we will adopt routes to wider impacts. This scaling of impact will happen in four ways:

1. We will increase and deepen our impact on the ground – **ensuring our current conservation portfolio is effective and sustainable**, increasing the number of sites we and our partners work to protect and restore, and where appropriate working across larger landscapes or footprints in our current projects, and beyond.
2. We will **enable partners to scale their projects**, grow their remit (and impact), and share their learning with others within and beyond their sites and countries.
3. We will **influence decisions** – ensuring that nature is prioritised by key decision makers with impact nationally and globally.
4. We will help **build an effective and collaborating conservation community** (a wider range of organisations and individuals beyond our direct partners) **and broker new solutions for conservation** – by developing capacity and sharing learning, technology and new funding models more widely to contribute to the rapid scaling of an effective and impactful sector globally. This will include enabling good practice and new approaches to be taken up more widely and mainstreaming our learning about effective conservation practices into other sectors, thus affecting conservation efforts both regionally and globally.

These impacts will all be underpinned through **ensuring that FFI is an effective and healthy organisation**, built on a thriving, diverse and capable staff base, effective systems and appropriate funding and with a future- focused structure in place. FFI will be resilient, with an expert and happy workforce, efficient systems, appropriate levels of income (including importantly a strong unrestricted base), and that we are visible and respected with key audiences.

OUR STRUCTURE

FFI is headquartered in Cambridge in the United Kingdom. It is also registered, and has a network of branch offices, in the following locations where its four regional conservation programmes operate: Asia-Pacific (Cambodia, Indonesia, Myanmar and Vietnam), Africa (DR Congo, Guinea, Kenya, Liberia, Mozambique, South Sudan and Uganda), Americas & Caribbean (Antigua and Barbuda, Belize, Ecuador and Nicaragua), and Eurasia (Georgia, Kyrgyzstan, Romania and Tajikistan). In addition to these branches, which form part of the Charity, FFI has related organisations in Australia, Belize, Mozambique, Romania, South Africa and the United States of America.

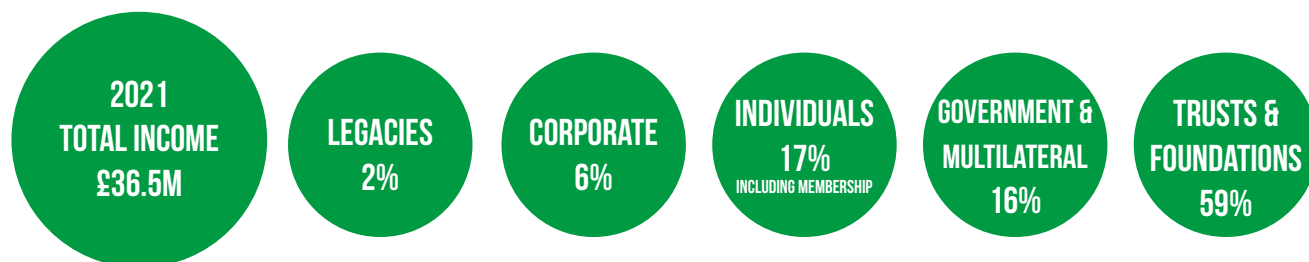
HRH The Prince of Wales, our Patron, heads the list of eminent, distinguished and dedicated people associated with FFI.

HOW WE ARE GOVERNED

FFI was established under a Memorandum of Association, which sets out its objects and powers and is governed under its Articles of Association. The Board of Trustees, or 'Council', is the governing body of the organisation and has legal, financial and managerial responsibility for the Charity.

FINANCE

Income generated overall of £36.5m in 2021 shows an increase of £10.0m (38 per cent) compared to 2020. This represents the highest level of income FFI has ever received, with significant growth in both restricted and unrestricted funding. Based on 2021 figures.



FAUNA & FLORA INTERNATIONAL 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 FFI is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

WE ACT WITH INTEGRITY

In everything we do, we use our knowledge and experience to pursue the course of action that we believe will genuinely achieve the best conservation outcomes. As such, we have strong principles, are honest and transparent, and employ an evidence-based approach to avoid bias and 'false solutions'. When things do not go to plan, we hold our hands up and admit our failings, and share the lessons we have learned.

WE ARE COLLABORATIVE

We believe that working together is the best way to achieve our conservation objectives. We actively seek out opportunities to collaborate and work constructively with others – both within our organisation and sector and outside them – and are approachable and open to those who are looking for help.

WE ARE COMMITTED

We are tackling one of the most fundamental threats to our planet and to humankind's survival, so we tough things out and see them through – even in situations where others have given up. As such, we are absolutely dedicated to FFI's mission and work hard to achieve real impact.

WE ARE SUPPORTIVE, RESPECTFUL AND INCLUSIVE

We believe that the best results are achieved by people who feel valued, respected and supported. As we work with each other and with partners and communities, we are friendly and approachable, respect other people's views, beliefs and expertise and offer moral and practical support to others, both in times of difficulty and as a means to help each other and our partners develop professionally. We are committed to establishing and maintaining healthy interpersonal relationships built on trust and respect, supporting each other to achieve our shared mission.

WE GET THINGS DONE

We favour action on the ground over words and grandstanding, and look for practical solutions that are appropriate to the local situation, and which can be put into place effectively and as quickly as possible. We put this philosophy at the heart of how we work, and use our experience and expertise to find the best ways to achieve our objectives.



ROLE DESCRIPTION

TRUSTEES ARE RESPONSIBLE FOR:

- Overseeing and contributing to the setting and shaping of FFI's strategic direction, financial management and governance.
- Ensuring that FFI is well governed, that effective governance structures are in place and are regularly reviewed and followed.
- Ensuring that FFI works within its charitable objectives and is compliant with charity and company law within the jurisdictions within which it is registered and operates.
- Ensuring financial sustainability and robust financial management of FFI.
- Championing FFI's work by supporting its activities, fostering networks within wider communities and promoting what we do.
- Engaging in FFI's work, acting as ambassadors for FFI broadening its reach and impact, and offering additional resource as and when available.
- Supporting, questioning, and holding to account the Senior Leadership Team.
- Contributing on one of FFI's Board sub-committees.
- Furthering the charitable objectives of the organisation.

PERSON SPECIFICATION

We are specifically looking for applicants who are senior HR professionals with deep experience of people and culture transformation, including workforce development, OD and change management, wellbeing and diversity and inclusion.

In addition, we are seeking the following:

PART ONE: KNOWLEDGE AND EXPERIENCE

- Proven strategic thinker with experience of operating at a senior leadership level in an organisation with an international footprint. Experience in an INGO is desirable.
- Able to offer their insight into, and experience of, equality diversity and inclusion in the workplace.
- An essential understanding of what FFI is aiming to achieve, and its main priorities.
- Successful experience of operating within a board in a charitable, public sector or commercial organisation is desirable although not strictly essential.

PART TWO: SKILLS AND PERSONAL ATTRIBUTES

- Sound, independent judgement and the confidence to participate in debate about key strategic issues and know when to challenge constructively.
- Effective communication skills and someone who builds rapport and demonstrates self-awareness.
- Visionary and strategic in approach – you will be a 'big picture' thinker, but understand the importance of detail in the context of HR policy, law and procedures.
- That you can offer a contemporary view and are connected with and understand how to engage with a wide range of stakeholders, from leading employers to policymakers and political influencers.
- You will be able to work effectively as a member of a team.
- Committed to the aims of the organisation and its strategic priorities and willing to devote the necessary time and effort to the role.
- The ability to work supportively with other Trustees, advisers and executive colleagues to high ethical and professional standards and in line with their legal responsibilities.
- A commitment to transformational change, learning, improvement and performance.
- A commitment to the aims and strategic objectives of FFI.

TERMS OF APPOINTMENT

TIME COMMITMENT

It is estimated that the time commitment will amount to one to two days per month. Board meetings are held once per quarter.

REMUNERATION

All trustee roles are voluntary and reasonable expenses are reimbursed.

CONFLICT OF INTEREST

Trustees must avoid conflict between their personal interests and those of FFI.

APPOINTMENT LENGTH

Term of appointment is four years potentially renewable for another term up to a maximum of 8 years.

HOW TO APPLY

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact our advising consultants Katy.Giddens@starfishsearch.com and Juliet.Taylor@starfishsearch.com and we will be happy to arrange a call.

To make an application, <https://starfishsearch.com/jobs/fandf-trustee/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement that sets out why you are interested in joining our Board of Trustees and the experiences and qualities you believe you can bring in order to be successful in post.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Please also tell us about any dates when you are not available for interview.

Closing date	Monday 20th March 2023
Meetings with Starfish Search	w/c 27th March 2023
Agreement of the final shortlist	w/c 3rd April 2023
Final panel interview event	w/c 17th April 2023