



Fauna & Flora

Saving Nature Together

**Candidate Pack
Treasurer**

Welcome from the Council of Trustees

Thank you for your interest in joining our Board.

'There are few things more important than what you are doing here today'. Inscribed in the foyer of our Cambridge 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 (Fauna & Flora) 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.

We are a thriving organisation with projects in more than 40 countries, across 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 £33.2m in 2022. In recent years, we have seen our staff base grow significantly year on year and having welcomed our new Chief Executive, Kristian Teleki, earlier this year, we are at an important moment of strategic development and change with ambitious plans ahead. Aiming to double our impact by 2030, we will need to increase our funding by the same ratio to achieve this.

As Trustees we are here to help Fauna & Flora 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 are now looking for a new Trustee to join us who will also act as our Treasurer, overseeing the financial matters of Fauna & Flora in line with good practice and ensuring that effective financial measures, controls and procedures are in place, and are appropriate for the charity.

We are very open to where your experience may come from so long as you bring deep experience of financial management and oversight, gained at leadership level with the ability to clearly communicate and explain financial information to a range of audiences. Whatever sector your expertise has been gained in, you will have an excellent understanding of good governance (ideally gained on the board of a not-for-profit organisation) and be a strategic thinker with the ability to probe and appropriately challenge both the Executive and Board colleagues, deploying a collaborative approach and sound judgement.

Fauna & Flora is 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 skills and commitment to help drive progress on diversity and inclusion.

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



About Us

Fauna & Flora's shared purpose is to protect the diversity of life on Earth. We support, sustain and strengthen local nature conservation action around the world. For the survival of species and habitats, the planet and people. We work closely with local conservation partners in over 40 countries to save nature, together. Using our collective expertise to inspire positive change globally. And, because the health of the planet affects us all, we are creating a worldwide conservation community where everyone can cooperate to share learning and opportunities.

This is the world we are collaborating to create. Together.

We were the world's first international conservation charity. Quietly shaping best practice for a century. But now nature demands we roar.

What sets us apart?

- Fauna & Flora has a successful track record in conservation spanning well over a century. We are renowned for our innovative, landmark programmes, many of which are cited as conservation best practice.
- Today, we work in more than 300 sites and influence the conservation of over 50 million hectares of crucial habitat on land and at sea. We tackle a broad spectrum of conservation challenges through the power of partnership. Whether protecting vanishingly rare primates in Vietnam, conserving fruit-and-nut forests in Kyrgyzstan or saving sea turtles in Nicaragua, we work closely with local partners. We have helped species – both iconic and obscure – to avoid extinction, including (to name just a few) the Arabian oryx, the Pemba flying fox and the Antiguan racer snake.
- We were pioneers of putting conservation in local hands. Today, this is considered standard practice, but Fauna & Flora continues to lead the field due to our long-term approach to partnership. We stick with our partners through thick and thin, for as long as it takes.
- In the short term, this approach can seem complicated and time-consuming. But it pays increasing dividends as time goes on. Putting our partners in the driving seat means they can fulfil locally held ambitions, ensuring genuine – and sustainable – impact on the ground.



What we do

- We support, sustain and strengthen local nature conservation action. For the survival of species and habitats, the planet and people. All over the world, we work on the ground with local partners and communities. By aligning our technical skills and experience with their expertise and their local and traditional knowledge, we each play to our strengths for maximum conservation impact.
- We influence businesses and governments to make informed decisions that benefit nature by addressing impacts that affect our sites and improving global policies and practices, while also ensuring that the voices of those spearheading conservation on the ground are heard.
- We innovate, test new approaches, share skills and accelerate learning in support of the evolution of the wider conservation community. We aim to embrace new sectors and communities in order to make a greater contribution to conservation, diversifying the skills that can help solve the crisis before us.
- Lastly, we recognise that the biodiversity and climate crises are two sides of the same coin. Our projects are integrated, effective and sustainable so we can deliver the best outcomes for climate, food security, livelihoods and health, as well as nature.

More information on the scale of our global impact can be found in our [2022 Conservation Impact Report](#)



What comes next?

By 2030, we aim to have doubled our impact. We will see nature – both habitats and species – thriving across a wider area, supported long term by a greater number of partners who are themselves more impactful and resilient.

This will be underpinned by national and global decisions that embed and enable conservation, and our approaches will be adopted and used by others, thus scaling our impact further.

In order to achieve this ambitious goal, we have five objectives:

- 1 Saving nature**
Protect and ensure the recovery of nature on the ground, working with in-country partners.
- 2 Partners thriving**
Support our partners to increase their own impact.
- 3 Decisions for nature**
Influence wider policies and practices that affect the places where we work, but also have wider national and international impacts. Ensuring nature is prioritised and championing globally important issues overlooked by others.
- 4 Seeding enhanced conservation**
Ensure that we contribute our learning, innovation and voices to global efforts for change, and support others to do the same. This includes bringing unexpected skills and sectors into conservation, and helping to better align local experience to global ambitions.
- 5 Fauna & Flora flourishes**
Underpin these objectives by ensuring that Fauna & Flora is a dynamic and resilient organisation, built on effective, expert, diverse and motivated staff, and engaged supporters.

For more information, download a summary of our [Strategy to 2030](#).



Our Structure

Fauna & Flora 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, Fauna & Flora has related organisations in Australia, Belize, Mozambique, Romania, South Africa and the United States of America.

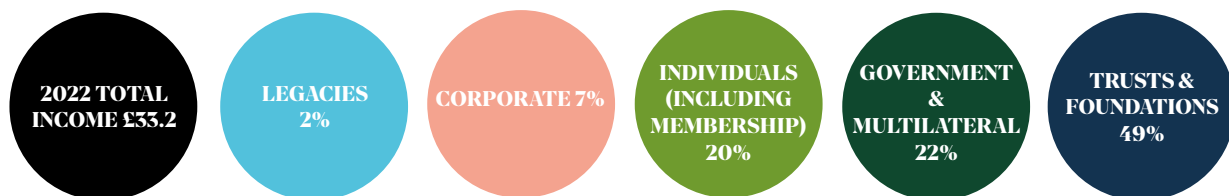
HRH The Prince of Wales, our Patron, heads the list of eminent, distinguished and dedicated people associated with Fauna & Flora.

How we are governed

Fauna & Flora 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

Our overall income in 2022 was £33.2m, with charitable expenditure across our conservation portfolio remaining consistently high as a proportion of total expenditure at 90%. For more info on our finances, download our [Annual Report & Accounts 2022](#).



Fauna & Flora

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

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 Fauna & Flora'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

All Trustees are responsible for:

- Overseeing and contributing to the setting and shaping of Fauna & Flora's strategic direction, financial management and governance.
- Ensuring that Fauna & Flora is well governed, that effective governance structures are in place and are regularly reviewed and followed.
- Ensuring that Fauna & Flora 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 Fauna & Flora.
- Championing Fauna & Flora's work by supporting its activities, fostering networks within wider communities and promoting what we do.
- Engaging in Fauna & Flora's work, acting as ambassadors for Fauna & Flora broadening its reach and impact, and offering additional resource as and when available.
- Supporting, questioning, and holding to account the Executive.
- Sitting on one of Fauna & Flora's Board sub-committees.
- Furthering the charitable objectives of the organisation.

Key responsibilities of the Treasurer:

- Advising Council on the financial implications of strategic plans and initiatives, including the annual budget and the organisational strategy.
- Ensuring appropriate measures and processes are in place to secure the financial stability of the organisation and compliance with financial legislation and UK charity law.
- Guiding Council in its financial duties and responsibilities to oversee budgets, internal controls, management accounts, financial statements and financial risk management.
- Leading in the development and implementation of financial, reserves, cost-management and investment policies.
- Leading in Council's duty to ensure that proper accounts and records are kept, that the annual financial statements are properly prepared and audited, and that financial resources are spent and invested in line with the charity's objects, policies, good governance, legal and regulatory requirements.
- Building an effective relationship that can provide appropriate challenge, support and counsel to the Chief Operating Officer, Chief Executive, and the Senior Leadership Team, being available for advice and enquiries on an ad hoc basis.
- Serving as a member of the Executive and Remuneration Committees and attending meetings of the Audit & Risk Committee.
- Presenting an update on Fauna & Flora's financial performance to members at the AGM.
- Supporting Council in its commitment to and pursuit of Equality, Diversity and Inclusion.



Person Specification

Knowledge and experience

- Experience of financial management and oversight gained at a senior, strategic level, ideally as a finance professional.
- Excellent understanding of good governance.
- Proven ability to clearly communicate and explain financial information to non-finance people, including Council members and other stakeholders.
- Experience of serving on the board of a not-for-profit organisation, and knowledge of charity or INGO financial management and reporting.

Skills and attributes

- Demonstrable deep personal commitment to Fauna & Flora's conservation mission, strategy and values.
- Strategic vision, independent judgement and an analytical approach.
- Personal and professional credibility that will command confidence with Council and stakeholders.
- Integrity and honesty, demonstrating excellent judgement.
- Excellent influencing and negotiation skills, and the judgement to challenge firmly and constructively.
- Demonstrable commitment to equality and diversity and an inclusive approach to building effective working relationships.



Terms of appointment

Time commitment

It is estimated that the time commitment will amount to two to three days per month. Board meetings are held twice a year, (remove once per quarter), Audit & Risk Committees are held 3 times a year, and Executive Committee meetings are held 10 times per year.

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 Fauna & Flora.

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 Hilary.Clifford@starfishsearch.com and we will be happy to arrange a call.

To make an application, <https://starfishsearch.com/jobs/fandf-treasurer/> 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.

Closing date Monday 13th November 2023

Interviews with Fauna & Flora w/c 20th November 2023

