



# **Conservation Director Candidate Pack**

**July 2020**







## About SOS

Sumatran orangutans are critically endangered. As their rainforest habitat is cleared for farmlands, infrastructure and roads, these gentle apes, one of our closest relatives in the animal kingdom, are being pushed to the edge of extinction. SOS is dedicated to turning this situation around.

We are a small, dynamic NGO on a mission to protect orangutans, their forests and their future. In order to achieve this, we must urgently address emerging threats and scale up the conservation approaches which offer the best hope for the security of Sumatra's irreplaceable rainforest ecosystems, the iconic species that live there, and the countless lives and livelihoods which depend on their protection.

We are backing frontline environmental defenders, supporting immediate boots-on-the-ground protection, building the capacity of our partner organisations, and setting the wheels in motion for long-term conservation solutions.

Together with our partners and allies, we have achieved a great deal. Forest loss is slowing in northern Sumatra, and we are reclaiming and restoring land lost to agricultural development – turning back the clock on deforestation. We are seeing more prosecutions for wildlife crimes, and damaging infrastructure projects being cancelled due to their impact on the natural world. These successes bolster our optimism that our vision of wild orangutans thriving in safe forests is within reach.

## **Our Purpose**

We exist to protect Sumatran orangutans, their forests and their future.

## **Our Approach**

We deliver impact through supporting frontline projects and global partnerships which tackle the causes of deforestation as well as the symptoms. Our strategic and impactful campaigns bring people together to work towards our vision of wild orangutans thriving in safe forests.

Our work encompasses three main areas of focus:

### **1. Protecting orangutans**

With fewer than 14,000 orangutans surviving in the wild in Sumatra, every life is precious. We fund and support teams on the ground who rescue orangutans in danger and return them to safe forests, where they belong. The rapid expansion of agriculture into forest landscapes can cause conflict between people and orangutans, so we also support training for farmers to help them protect their crops without harming wildlife.

### **2. Saving forests**

The greatest threat facing orangutans is the loss of their habitat, so it's vital that we do everything we can to protect Sumatra's forests. We achieve this by actively reclaiming and restoring lost habitat, tackling forest loss on the ground by combining forest patrol teams and remote monitoring, and advocating for governments and companies to develop and enforce forest-friendly policies, meaning deforestation can be stopped in its tracks.

### **3. Supporting People**

Local communities are vital stakeholders in the protection, restoration and safeguarding of rainforest ecosystems. Our partners work together with local people to develop ways of protecting the forest which have their livelihood and wellbeing at heart. This approach, building a network of rainforest guardians, reduces pressure on the forest and helps to prevent future conservation challenges.

**We are thinking long-term, big-picture and striving to bring about fundamental changes to the way that Sumatra's forests and wildlife are valued, managed and protected.**

## Context for the appointment of the Conservation Director

SOS is a small, dynamic and ambitious organisation where you can really see the impact of your work.

We are seeking to appoint a Conservation Director with the drive and vision to develop and deliver a portfolio of highly effective conservation programmes and partnerships. This is a new post within the organisation, and offers the opportunity to make a substantial positive and lasting difference to the protection of orangutans and rainforests in Sumatra.

With a solid strategy and foundation of conservation programmes to build on, the main priority of this role will be to deliver key conservation outcomes benefitting orangutans, their rainforest habitat and forest-adjacent communities in northern Sumatra.

This exciting role demands expertise in leadership, programme management, and partnership building. Joining an optimistic, open and supportive culture, you will have the freedom to innovate and explore exciting new ways to advance our mission.

SOS has raised over £2.6 million in the last 3 years to support our programme and advocacy work and collaborates with a solid network of frontline partners and international allies. We adopt a multi-disciplinary approach, incorporating wildlife and landscape conservation, sustainable development, legal advocacy and policy development to secure the long-term protection of Sumatran and Tapanuli orangutans. We are now looking to scale up tried and tested projects, as well as explore innovative approaches.

We invest in long-term partnerships in order to build the foundations for durable conservation impact, and collaboration is at the heart of our approach. We also provide other kinds of support to our partners in addition to financial. This could involve conducting or commissioning research to inform strategies and priorities, co-creation of programmes or advocacy efforts, mobilising our networks to bolster a project's chances of success, providing or facilitating technical assistance, or supporting communications – for example, by elevating urgent calls to action.

The Conservation Director will play a key leadership role in the organisation, supporting the Director in direction and strategy setting, and taking a lead on refining how we invest our resources in order to achieve the greatest possible benefit for orangutans and their forests.



# Job Description

**Job Title:** Conservation Director

**Salary range:** £35-41k

**Benefits:** 25 days annual leave plus public holidays; 5 % pension contribution

**Terms:** Full-time (37.5 hours/week), permanent

**Reporting to:** Director

**Line management responsibilities:** None

**Location:** Flexible - Abingdon, near Oxford, UK, or remote working will be considered, with regular travel to Indonesia.



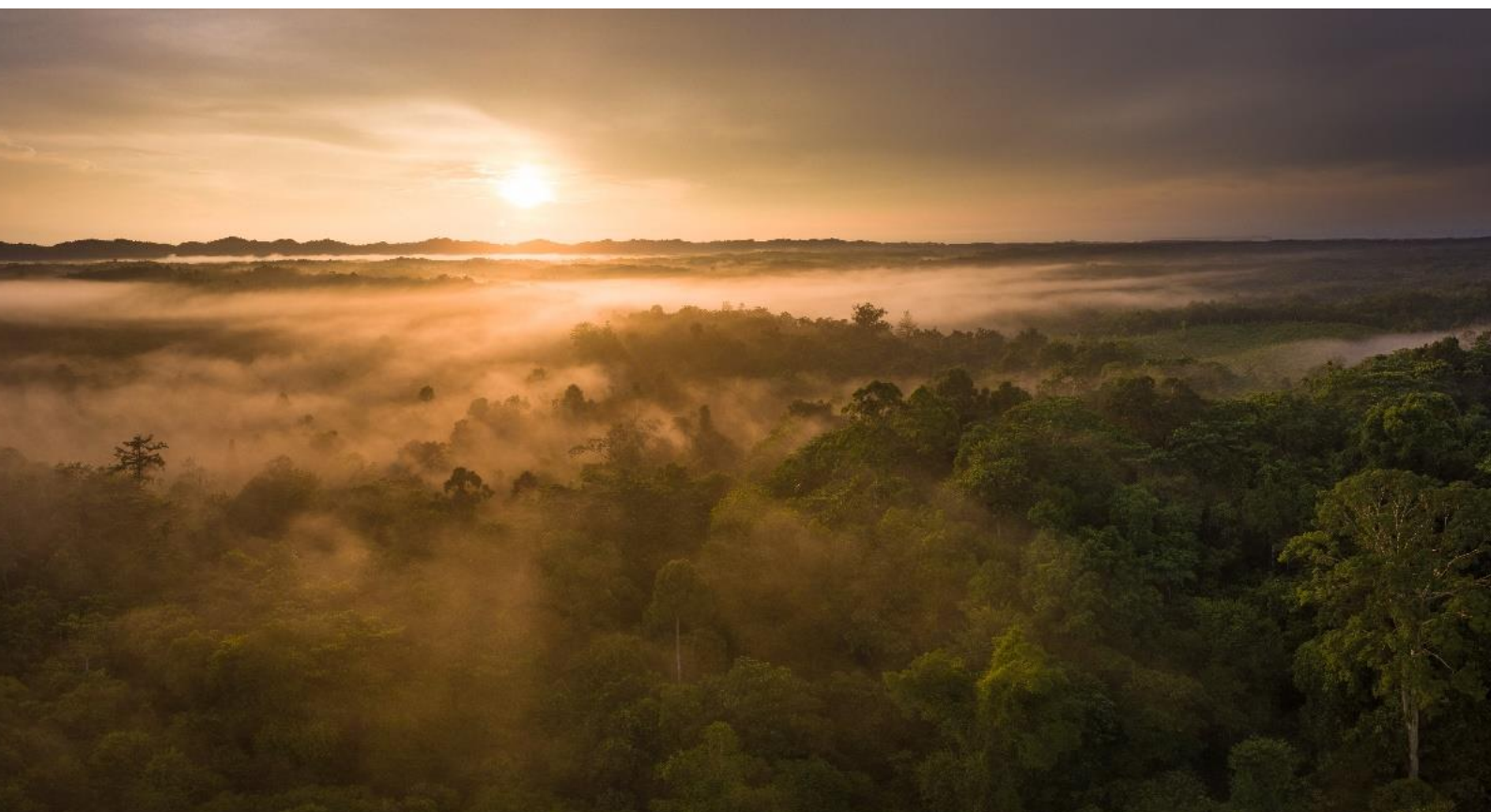


## Job Purpose

Lead in the development, delivery and evaluation of high quality, effective conservation programmes and partnerships which support our vision.

### Main responsibilities include:

- Translate the organisation's strategy into plans, priorities and projects;
- Manage and support programme development and delivery, including the management of existing projects and partnerships, whilst also developing and co-ordinating new initiatives;
- Oversee programme administration and financial management, including budgets;
- Build an evidence base for conservation need and prioritising intervention, to inform the development and management of programmes and allocation of resources;
- Responsible for impact monitoring, including development of a robust monitoring and evaluation framework, and analysis, compilation and dissemination of reports and data;
- Develop and maintain relationships with strategic partners, collaborators, and stakeholders to further the delivery of our strategy;
- Support the development of conservation and management capacity of our in-country partners;
- Support fundraising through the development of strong cases for support, and leading on grant applications to appropriate funders;
- Work with colleagues to develop powerful evidence-based stories and narratives to engage our supporters, businesses, media and new audiences.



## Detailed Responsibilities

### Conservation Programme Management and Development

- Translate the organisation's strategy into plans, priorities and projects;
- Contribute to policy development, decision making and direction setting;
- Ensure our approach to conservation is well evidenced; undertake or facilitate research to support evidence-based interventions and programme development;
- Effective management and development of the charity's conservation programmes and partnerships, enhancing the reach and impact of current programmes as required;
- New project and partnership design and development in line with the SOS strategy and opportunities arising;
- Identify key emerging issues and opportunities for programme interventions, advocacy and public engagement;
- Ensure the organisation is kept up to date regarding emerging evidence and thinking related to our key areas of work;
- Oversee overall operational and financial management of the programmes, including the production of annual project workplans, budgets and financial reports;
- Travel to partners' field sites to monitor and support projects.

### Impact Monitoring & Evaluation

- Develop and manage an impact monitoring framework;
- Promote and ensure effective oversight of project and partnership activities, including impact reporting, and an appropriate cycle of monitoring, evaluation and adaptation;
- Lead on learning and adaptive management, ensuring that lessons learned are applied between and across programmes;
- Support the capture and communication of measurable and meaningful impact indicators that are fed back into strategy progress monitoring.

### Reporting & Communications

- Ensure that conservation threats and trends, as well as programme impacts and successes, are communicated to the general public, policy makers and other stakeholders;
- Prepare internal and external reports and briefings, creating a compelling case for support and effectively communicating the charity's vision and outcomes;
- Work with other staff to coordinate and develop external communications content, capturing and sharing key milestones, news and impact from SOS-supported projects and partners.

## **Stakeholder relations and engagement**

- Build and maintain external conservation networks and relationships with existing partners and stakeholders, and seek out and develop new strategic relationships to further the delivery of our mission and strategy;
- Lead on capacity development to support key partners in robust strategic planning, management, monitoring and evaluation, and adaptive management processes to deliver maximum impact;
- Promote information sharing, learning, co-creation and collaboration amongst key partners and stakeholders;
- Work closely with grantees, partners and prospective partners, identifying particular non-monetary and capacity-building needs and opportunities, to help us to achieve our strategic priorities and to achieve their own growth and development objectives.

## **Fundraising**

- In coordination with the fundraising team, support the development of strong cases for support, and lead on grant applications to appropriate funders.
- Manage a pipeline of grant proposals and deliver excellent reporting to funders.

## **Grants Management**

- Receive, review and process grant applications against agreed criteria;
- Conduct due diligence on potential grantees;
- Monitor grants awarded including reviewing grantees' activity, impact and financial reporting, conducting annual monitoring visits to funded projects and completion of monitoring reports.

## **Other**

The Conservation Director will act as an ambassador, advocate, fundraiser and communicator for the organisation, representing SOS at functions and meetings, and with partners, donors and the media. You will undertake any other duties which may be reasonably required in the position and contribute to the wider activity and the overall success of the SOS team.



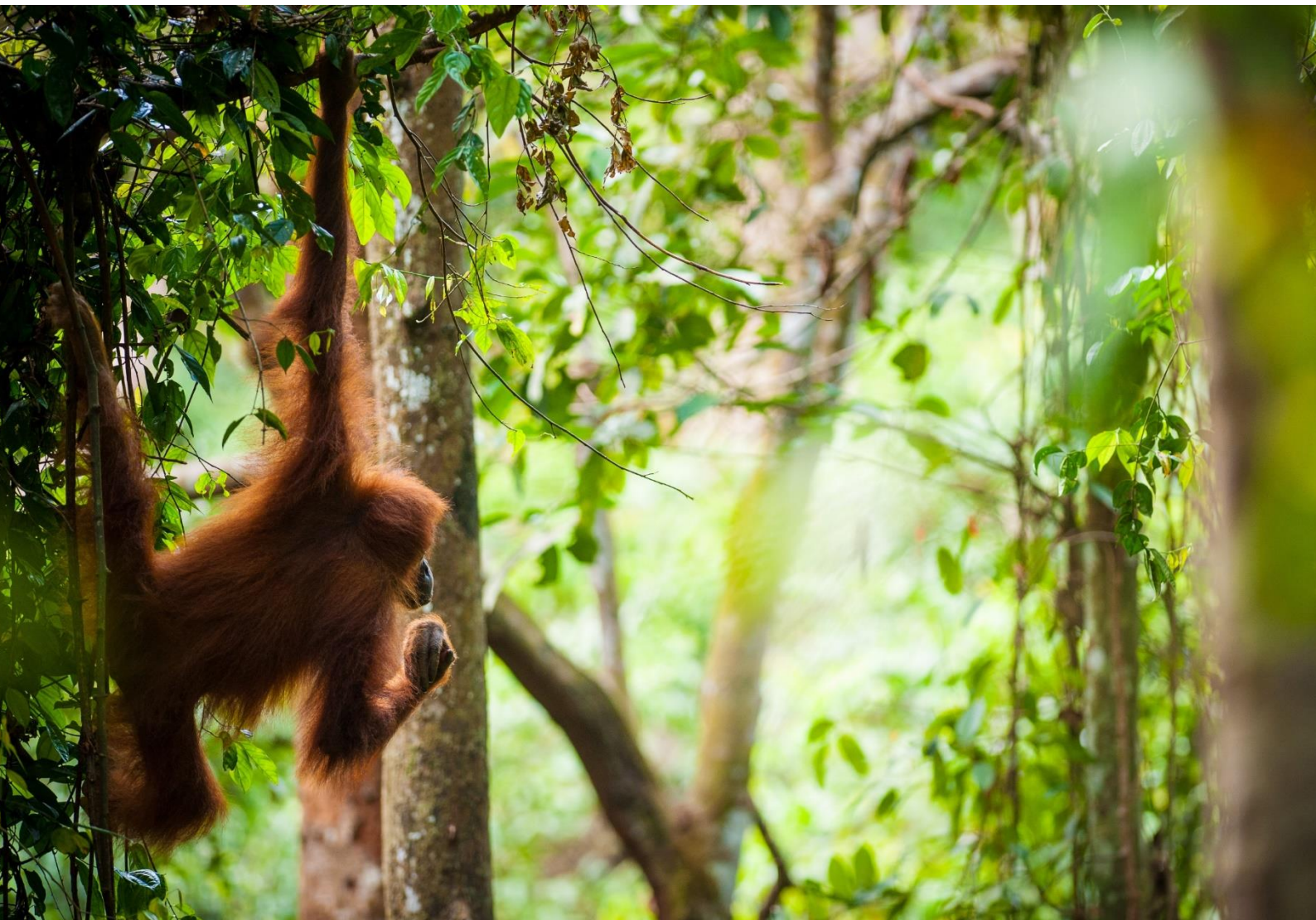
# Person Specification

## Who are we looking for?

Our Conservation Director will be an impact-driven, experienced programme manager, a strategic thinker with a demonstrable commitment to the mission and values of SOS. You will have considerable experience of developing, managing and monitoring the delivery of conservation and/or development programmes internationally. An exceptional communicator and relationship manager, you will have a proven ability to develop effective and lasting partnerships with a range of stakeholders.

The ideal candidate:

- is a dynamic and committed conservationist with substantial experience in field-based conservation or international development;
- has proven skills and experience with community-based and landscape-level conservation and/or development initiatives;
- is willing and able to travel to field project sites;
- is a great team worker, able to both energise and support teams and partners to deliver outstanding results;
- is innovative and adaptable;
- is solutions and impact oriented.



## Key Competencies

*Our Conservation Director should be able to demonstrate the following key skills, values and ways of working:*

- **Achieving Results**

You will have the ability to set clear goals and priorities and take responsibility for working in a collaborative manner to ensure their delivery, while demonstrating tenacity and enthusiasm in achieving them.

- **Programme Management and Development**

With strong leadership and organisational skills, you will have experience of developing and managing multiple complex projects, including their design, planning, monitoring and reporting. You are solutions-oriented with effective problem-solving abilities, and an ability to adapt to opportunities and challenges. You will also have sound levels of financial management.

- **Partnership Building**

You will take pride in your excellent relationship management skills, and your ability to bring partners together to amplify ambition and impact. This extends to a proven track record of strengthening the effectiveness of local partner organisations through capacity building and supporting the adoption of robust systems to plan, monitor and report on conservation programmes. You should have experience of supporting teams remotely, working across time zones and cultures, to play a key role in the co-creation of solutions, and be able to work in a flexible, adaptable manner.

- **Communication**

The ideal candidate will be a skilled and proactive communicator and influencer, able to represent and advocate on behalf of the organisation at a senior level. You will be able to build our conservation credibility and profile, and should possess excellent verbal and written communication skills with the ability to prepare high quality written materials appropriate to a range of audiences. You should have strong experience of writing and delivery of concise, well-structured reports and proposals, and excellent interpersonal, networking and presentation skills.

- **Fundraising**

With a strong track record of securing funding for conservation and/or development programmes, you will have a good understanding of the funding landscape and be well-versed in preparing robust applications for support. This extends to the delivery of excellent reporting and the management of a pipeline of grant proposals. You will be able to bring a network of donor relationships to this role.



- **Knowledge**

You should have broad and current knowledge of biodiversity conservation issues, ideally in Indonesia and South East Asia, with specialist knowledge of at least one of our current workstreams (forest restoration, human-wildlife conflict mitigation, conservation science, policy and management, landscape approaches to ecosystem and species conservation, community-based conservation including sustainable livelihoods programmes).

- **Alignment with SOS's values**

You can read about our values and what they mean to us on the [SOS website](#).

You will be a supportive and flexible team player, with a positive and optimistic attitude. You will have the ability to listen to and learn from others whilst offering constructive advice as and when required.

Other desirable personal attributes include:

- Great interpersonal skills;
- Outstanding time-management and attention to detail;
- Self-motivated and resourceful;
- Ability to make strategic decisions based on analysis, experience and judgement;
- Confident, persuasive, authoritative and approachable manner;
- Willing to be flexible and hands-on; able to thrive in a small team.

# How to Apply

Please send your C.V. and a detailed covering letter explaining why you are interested in this post and how your skills and experience make you an outstanding candidate, to: [recruitment@orangutans-sos.org](mailto:recruitment@orangutans-sos.org)

## Timeline

- *Closing Date:* 10am on 10<sup>th</sup> August 2020
- Interviews are planned to take place during the week commencing 17<sup>th</sup> August.

To find out more about our work, please visit our website: [orangutans-sos.org](http://orangutans-sos.org)

If you wish to speak to someone in more detail about this role, please contact Helen Buckland, Director:

- [helen@orangutans-sos.org](mailto:helen@orangutans-sos.org)
- 01235 530825

*Applicants must be eligible to work in the UK.*

*SOS is an equal opportunities employer. We value diversity and are strongly committed to providing equal employment opportunities for all employees and all applicants for employment. Our equal opportunities policy will be made available upon request.*





**SÖS** Sumatran  
Orangutan  
Society