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# Technical Advisor - Livelihoods and Enterprises

“In the past century Fauna & Flora 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,**  
Fauna & Flora Vice-president

# Fauna & Flora

At Fauna & Flora, our shared purpose is to protect the diversity of life on Earth, for the survival of the planet and its people. We work closely with local conservation partners around the world to save nature, together. We harness this collective expertise to inspire positive change globally.

## Vietnam Programme

Fauna & Flora has been operating in Vietnam since 1997. Today, our dedicated in-country team collaborates closely with local partners to tackle some of the nation's most pressing conservation challenges.

We play a vital and leading role in protecting Vietnam's critically endangered primates. Our efforts include supporting the monitoring of primate populations and creating initiatives to involve local communities in conservation efforts. We are also focused on enhancing the management, patrolling, and enforcement within protected areas designated for primate preservation.

At all our project sites throughout the country, we work hand in hand with government partners to improve planning and operations within protected areas. This includes strengthening the technical capacity of park authorities, introducing innovative conservation technologies, enhancing biodiversity monitoring, and supporting more effective law enforcement.

A core element of our work – here and around the world – is partnering with communities living closest to nature. We strive to understand their needs and develop solutions that foster sustainable livelihoods. Our approach ensures that saving nature goes hand in hand with supporting people.

## Lower Mekong Landscape Programme

Fauna & Flora is about to begin a new programme of work within the Lower Mekong Landscape covering more than one million hectares of the Annamite mountains, incorporating three large forest complexes and encompassing Cambodia, Laos, and Vietnam. The defined areas of intervention in the Programme landscape are part of one of the world's most biodiverse regions and incorporate important but threatened protected areas (PAs). Funded by the Biodiverse Landscapes Fund (BLF), the overarching aim of this programme is to reduce poverty and create sustainable economic opportunities for those communities, through the delivery of lasting landscape protection, sustainable management, restoration, safeguarding biodiversity, and maintaining and improving ecosystem quality.

The programme will be implemented through a consortium of four international partners, working in close collaboration with local partners and Indigenous peoples and local communities (IPLCs), ensuring that activities respond to locally identified and prioritised needs. Working through a framework of six integrated project components, the programme focuses on people, nature, and climate, recognising that benefitting one at the expense of the others is inherently unsustainable. The project components include livelihoods and illegal wildlife trade; agriculture and markets; infrastructure and development; ecotourism; protected area management; and programme management and monitoring, evaluation, and learning.

# The Opportunity

Fauna & Flora is seeking an experienced & knowledgeable Technical Advisor – Livelihoods & Enterprises with extensive expertise in livelihood development, specifically with projects that link human well-being with biodiversity conservation and planning to lead on livelihood interventions of across BLF project sites as well as other sites in Vietnam.

This position presents a unique opportunity to collaborate with and enhance the capacity of our team, consortium partners, government, local NGOs, and local communities of Vietnam while advancing conservation objectives.

## Terms and Conditions

<b>Start Date:</b>	As soon as possible
<b>Duration of Contract:</b>	Two years, fixed term
<b>Probation Period:</b>	Two months
<b>Gross Salary:</b>	18,640 USD per annum (Grade E)
<b>Location:</b>	Fauna & Flora Vietnam office in Hanoi with regular travel to Kon Tum, Nghe An, and other project sites
<b>Benefits:</b>	25 working days' annual leave entitlement plus Public holidays Medical and social insurance
<b>Hours of Work:</b>	This is a full-time position, working 40 hours per week, Monday to Friday inclusive.

## Job Description

<b>Job Title:</b>	Technical Advisor - Livelihoods and Enterprises
<b>Reports to:</b>	Country Programme Manager – Vietnam Programme
<b>Line Manages:</b>	N/A
<b>Key working relationships:</b>	Country Director Finance Team Project Managers and Teams Agriculture Officer Technical Advisors in Vietnam, Asia Pacific, and UK
<b>Purpose:</b>	

The Technical Advisor - Livelihood & Enterprises will be an experienced and knowledgeable professional with extensive expertise in livelihood development, specifically with projects that link human wellbeing with biodiversity conservation and planning. The candidate will be responsible for leading on livelihood interventions of across BLF project sites as well as other sites in Vietnam.

## **Responsibilities:**

### **Technical Implementation**

- With support from the Agriculture Officer, strengthen small and medium-sized agricultural enterprises through training, particularly woman-led enterprises, ensuring they are better positioned to access finance and participate in conservation-friendly and zero-deforestation value chains.
- With support from the Agriculture Officer, develop inclusive agri-business models and sustainable finance mechanisms to incentivise the adoption of sustainable agricultural practices, such as through improved access to inputs, extension services, and market information.
- Alongside the Agriculture Officer, engage in multi-stakeholder dialogues to align on a vision for sustainable, climate-resilient agricultural systems and promote certified, zero-deforestation, and zero-poaching value chains.
- Assess and refine livelihood interventions around high conservation value forests and/or protected areas to ensure they demonstrably enhance local communities' capacity for sustainable living and conservation-oriented actions. Develop strategic recommendations for future interventions that align with best practices in conservation and sustainable livelihoods.
- Design and implement technical training modules to support value-chain-linked livelihood activities and ensure these modules integrate practical, market-driven approaches that enhance sustainability and economic viability.
- Engage with internal technical teams to align interventions with organizational expertise and global best practices. Facilitate peer reviews and feedback loops during the development of training materials and program strategies.
- Lead Participatory Market System Development (PMSD) at FFI project sites where applicable, ensuring interventions are market-responsive and facilitate sustainable economic opportunities for target communities.
- Develop and refine market-based livelihood strategies by integrating PMSD principles. Provide tailored guidance on livelihood activities for different community segments based on factors such as educational background, work experience, and prior skills training to maximize self-reliance and economic integration.
- Oversee capacity building initiatives, including training for livelihood groups, special interest groups, and savings-and-loans associations, equipping them with the technical skills, financial literacy, and business acumen needed to succeed in targeted livelihood sectors.
- Support participatory land use planning processes, including the facilitation of Participatory Land Use and Resource Mapping and Planning (PLUM, PRUP, etc.) tools, ensuring community-led decision-making in land and resource management.
- Ensure participatory and rights-based approaches in all interventions, adhering to international frameworks such as the International Finance Corporation (IFC) Performance Standards, Cancun Safeguards, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), including the principles of Free, Prior, and Informed Consent (FPIC).

### **Monitoring, Evaluation & Learning**

- Develop and implement robust monitoring frameworks to track the progress of livelihood groups, assess the effectiveness of interventions, and measure their socio-economic and conservation impacts. Monitoring should include key livelihood and well-being indicators

including Knowledge, Attitudes, and Behaviours (KAB) changes in relation to wildlife consumption, protection, and biodiversity conservation.

- Support the Project Managers and the wider team to monitor performance and impact indicators.
- Ensure key issues and lessons learned are disseminated to the project team, and identify and support adaptation of activities as required.

### **Reporting and Communication**

- Provide accurate and timely reports and other information related to livelihoods and enterprise activities to the project team, in alignment with Fauna & Flora and donor requirements.
- Proactively ensure regular and effective communication and coordination with the Pu Mat and Kon Tum Project Managers, UK-based staff, BLF project staff, project partners, and the wider Vietnam team (such as SNV) to ensure alignment between the BLF project's Livelihoods and Enterprise components.
- Ensure timely retirement of financial expenditures incurred while in the field, following Fauna & Flora and donor financial policies.

### **Other**

- Undertake any other tasks commensurate with the position that may be requested of you, from time-to-time, by your Line Manager.
- Provide input to the BLF reports and other communications and public relations outputs and activities as required.
- Provide input, where appropriate, on other technical work undertaken by the BLF project or Vietnam team.



# Person Specification

	Essential	Desirable
<b>Skills, Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree (or equivalent experience) in Sustainable Development, Natural Resource Management, Rural Development, Agricultural Economics, Conservation Science, or Business Development (with a focus on social enterprises or rural economies).</li> <li>• Excellent technical skills and experience of implementing sustainable livelihoods and enterprise activities in the field</li> <li>• Experience in field data collection related to livelihoods</li> <li>• Experience or knowledge of value chains</li> <li>• Proven technical experience of behaviour change and sustainable livelihoods</li> <li>• Experience in co-designing activities with community members</li> <li>• Experience in awareness raising, capacity building and implementation of agricultural training in communities</li> <li>• Ability to plan and think strategically and to adaptively manage project activities</li> <li>• Experience working with partners, authorities and communities in varied cultural and political contexts in South-East Asia (preferably Vietnam)</li> <li>• Excellent written communication skills, including report and proposal writing</li> <li>• Fluent written and spoken Vietnamese, with good spoken and written English</li> <li>• Proficiency in using Microsoft Office including Outlook and Excel</li> </ul>	<ul style="list-style-type: none"> <li>• Master's degree</li> <li>• Certifications in market systems development (e.g., PMSD), participatory land use planning (PLUM/PRUP), or community safeguards (FPIC, IFC Performance Standards)</li> <li>• Ability to develop surveys, collect data, and conduct analysis using electronic data collection systems (e.g., Survey123, Kobo Toolbox)</li> <li>• Experience working within an NGO environment</li> <li>• Knowledge of biodiversity conservation and ecology</li> <li>• Experience in working with small and medium-sized enterprises (SMEs)</li> <li>• Experience with donor reporting systems and compliance requirements</li> </ul>
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Demonstrates Fauna &amp; Flora's values</li> <li>• Good interpersonal skills, with an ability to build and maintain relationships with a range of individuals and organisations</li> <li>• Culturally sensitive and demonstrates a commitment and passion for community development</li> <li>• Self motivated, able to work well under own initiative</li> <li>• Ability to work to multiple deadlines</li> </ul>	

	<ul style="list-style-type: none"> <li>• Team player, with ability to seek out views of others and build positive working relationships</li> <li>• Ability to work under pressure and to deal with challenges in a positive and constructive way</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Willingness and ability to travel regularly and for long periods of time in remote areas</li> </ul>	

## Fauna & Flora 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 Fauna & Flora is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

- We act with integrity
- We are collaborative
- We are committed
- We are inclusive, supportive & respectful
- We get things done

## How to Apply

Applications should consist of the following:

- Covering letter explaining why you are applying, relating your experience and skills to the role
- Full CV
- Contact details for two referees (who will not be approached without your permission)

Applications should be submitted electronically to [viet.hong.le@fauna-flora.org](mailto:viet.hong.le@fauna-flora.org)

Please mark your application '**Technical Advisor – Livelihood & Enterprises**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **16<sup>th</sup> April 2025**. Interviews are likely to take place during the week commencing 21<sup>st</sup> April 2025.

No agencies please.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed 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

Fauna & Flora 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 Le Hong Viet, HR Officer, by Email: [viet.hong.le@fauna-flora.org](mailto:viet.hong.le@fauna-flora.org)

**Fauna & Flora values diversity and is committed to equality of opportunity**