Job title | Biodiversity Lead
---|---
Work place | Monmouth, South Wales
Key relationships | CEO, Programme Director

About us

Bees for Development is an international organisation helping to protect the natural environment while supporting local communities, through nature-based beekeeping. With an expanding portfolio we now seek a talented and enthusiastic person to join our team as Biodiversity Lead to contribute to the successful achievement of our work supporting beekeeping, biodiversity and livelihoods.

About the role

Reporting to Programme Director and working closely with the teams in UK and overseas, the Biodiversity Lead will be responsible for project planning, delivery, monitoring and reporting, building and managing effective working relationships with partners and stakeholders and ensuring work is on track to achieve impact – improving lives and landscapes. You will also help design new work leveraging synergy between beekeeping and biodiversity, with a focus on identifying how best to deliver, monitor and demonstrate positive biodiversity gains.

You will bring strong technical expertise in **at least one** of the following areas of specialism:

- Tropical forestry, including experience of delivering successful of tree planting initiatives, knowledge of natural regeneration processes and an understanding of the dynamics between land tenure, livelihoods and drivers of forest loss and recovery.
- Agroecology, including experience and passion for bee-friendly farming and sustainable food systems and knowledge of Integrated Pest Management and pollination.
- Monitoring and Evaluation, including experience of designing MEL approaches, working with biodiversity-related metrics, data collection, analysis, database system set-up and management.
Knowledge and experience of the link between beekeeping and forests will be a distinct advantage, as will a good aptitude for data management and systems development.

We are seeking a professional, adaptable and dependable person, passionate about biodiversity and sustainable development. You will be expected to maintain our high organisational reputation with stakeholders and build positive working relationships in the UK and internationally. Within our team, you will contribute to designing new work, proposal writing, communicating work results, fundraising, publicity and administration.

You will have strong skills in project management, capacity building and mentoring, building and managing a team, work planning, budgeting and financial management, strategic thinking, and building good relationships with local and national stakeholders. You will have interest and experience in conservation, natural resources management, sustainable livelihoods, community-engagement, and capacity building.

**Essential skills, competencies and experience:**

- Master’s Degree in conservation, forestry, agriculture, international development, or relevant field.
- Experience of working on forestry, agroecology, livelihoods or beekeeping projects, preferably in Africa.
- Understanding and proven application of participatory approaches, partnership working, and gender mainstreaming.
- Ability to build the management and technical capacity of partner organisations.
- Strong background in all aspects of project management, including MEL.
- Good experience of budgetary management.
- Experience in programme design, implementation, monitoring and evaluation and grant reporting.
- Ability to collect and analyse data effectively and use databases.
- Strong interpersonal and team building skills.
- Strong IT skills.
- Ability to self-manage a portfolio of work, always paying attention to detail, quality and value for money.

**Desirable**

- Interest and knowledge of beekeeping and / or honey trade
- Experience of certification systems, traceability, audit or quality assurance systems
- Ability to conceptualise and build new systems, for example, it would be ideal if the person in this role is able to contribute to further development of Bees for Development’s nascent honey traceability system.
## Terms of employment

<table>
<thead>
<tr>
<th>Post is responsible to</th>
<th>CEO and Programme Director.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Terms of employment</td>
<td>This is full time, permanent employment, with a six-month probationary period.</td>
</tr>
<tr>
<td>Location</td>
<td>Working at our office in Monmouth, South Wales. We are open to discussing hybrid/flexible working for the right candidate.</td>
</tr>
<tr>
<td>Travel</td>
<td>The post will require international travel.</td>
</tr>
<tr>
<td>Hours of work</td>
<td>37.5 hours each week, Monday to Friday. It may be necessary to participate in UK events outside normal working hours. Overtime will not be paid but time off in lieu is available.</td>
</tr>
<tr>
<td>Salary</td>
<td>To be agreed, dependent upon experience, within range £28-£38K.</td>
</tr>
</tbody>
</table>

We are committed to developing an inclusive and diverse team at **Bees for Development**, in which everyone feels supported, valued, and able to fulfil their potential. **Bees for Development** is an equal opportunities employer.

### To apply

Please complete our vacancy form, and please explain how you meet our demonstrating your ability to fulfil the role and evidencing how you meet the skills, competencies, and experience listed above.

Please download the form here and send to vacancies@beesfordevelopment.org before the final closing date of 14 May 2023.

If you would like to chat with us about this role please contact janetlowere@beesfordevelopment.org before 10 May 2023.

You are welcome to send your CV and/or a covering letter in addition to the completed vacancy form.