



CONSULTANCY: CLIMATE CHANGE, POVERTY AND GENDER IN CONSERVATION

Location: Remote, no travel expected

Contract: Consultancy, fixed (estimated 6-8 months part-time); ideal start date 1st July 2022

Stipend: 20 days per landscape, 5 landscapes @£200/day = 20 weeks' work (including taxes)

About the Charity

Born Free works tirelessly to ensure that all wild animals, whether living in captivity or in the wild, are treated with compassion and respect and are able to live their lives according to their needs. As a leading wildlife charity, we oppose the exploitation of wild animals in captivity and campaign to keep them where they belong – in the wild.

We promote Compassionate Conservation to enhance the survival of wildlife, especially threatened species in the wild, and to protect natural habitats while respecting the needs and safeguarding the welfare of individual animals. We seek to have a positive impact on animals in the wild and protect their ecosystems in perpetuity, for their own intrinsic value and for the critical roles they play within the natural world.

Set up initially as Zoo Check in 1984 by Bill Travers, Virginia McKenna and their son Will Travers, Born Free has worked tirelessly for nearly 37 years to prevent captive animal suffering and phase-out zoos. Will continues to lead the organisation as Executive President, and Virginia remains active on the Board of Trustees, working closely with the team to share our vision and programmes on public forums.

The Opportunity

This opportunity would best suit a reliable and enthusiastic individual who has an excellent understanding of poverty and gender issues in the developing world and a good understanding of the current and emerging threats to wildlife worldwide. Born Free recognises that the effects of climate change are impacting and will increasingly impact the communities and wildlife at the heart of our work, and that the ability for both people and conservation efforts to adapt accordingly will be crucial to success. The outputs from this role will therefore be of direct and tangible benefit to the shaping of BFF's conservation and education work over coming years. The main outcome will be a strategic focus on incorporating key overarching and timely issues into our conservation and education activities. These key issues are: The status and interlinkages of poverty and gender inequality, how these are affected by our conservation and education programmes, and how these inequalities may be affected by climate change.

The Task

The extent to which management of biodiversity impacts individuals varies depending upon several key factors, most significantly: economic status and gender. Women represent a disproportionate percentage of the world's poor. Women and men use natural resources differently and to different extents to accomplish their defined roles in the community, and they are treated differently under legal, political and social regimes and such treatment has implications for their ability to manage resources effectively. As poor people rely disproportionately on goods and services provided by the natural world, the loss of biodiversity undermines food, health, water and energy security, and increases the vulnerability of the poor to external forces such as rapid demographic shifts, impacts from economic growth, and most notably, climate change.



Climate breakdown is affecting all complex systems on earth, including ecological systems and weather patterns, and impacts are accelerating in their frequency and intensity. Developing countries with some of the most diverse and highly threatened species and ecosystems are among those already being hard hit by these changes and are projected to be even more heavily impacted in coming years. Interlinked with global warming and climate breakdown, the world is also facing an ecological crisis. Protection and restoration of nature is arguably the most effective solution to mitigating the effects of extreme weather events, and for fighting climate change in the long term. Born Free is aware of the need to future proof its overseas conservation and education programmes against the growing or emerging climate change related issues, while ensuring our actions do not negatively (and disproportionately) affect women or men, to ensure success of our programmes for wildlife and communities, and for this success to directly feedback as a climate solution.

The analysis will consider the 5 Born Free target landscapes as follows: Eastern Conservation Area and Amboseli Ecosystem, Kenya; Holeta and Menegesha in Ethiopia; Dja Conservation Complex, Cameroon; and Satpuda Landscape, Central India. It is envisaged that the analysis will be done remotely, primarily via literature reviewing, and supplemented with virtual interviews with Born Free staff, associates and other stakeholders living and working within the target landscapes.

The Analysis will have three main parts:

1. Understand, for our five target areas, the current situation, projections and interlinkages regarding:

- The poverty (absolute, food, other types) status of individuals, households and communities living in the target areas, including gender-related poverty issues
- The differences between men and women in terms of their access to education, the work they do, their access to (and control of) resources (water, wood, meat, land, etc.), their specific needs and issues, and their participation in decision making about the household or village matters.

2. Assess whether and to what extent:

- Women and men can be differently and disproportionately affected by the issues they face, such as conflict with wildlife, land-use reforms or other government interventions, etc., and – in particular – drought or other climate change related problems
- Poverty is exacerbated by gender inequality and/or whether poverty widens the gender gap, and how; and whether conservation and education work risks negatively (and disproportionately) affecting women or men
- The current understanding of the predicted types, extent and timing of physical impacts of climate change in our target areas – in terms of the projected effects on climate, weather patterns and temperature – will affect:
 - The standards of living, ways of life, livelihoods and security of the communities living in our target areas
 - The resulting climate-driven tensions in communities, likely reactions and implications for the wildlife populations and habitats we strive to protect across our programmes
 - The gender gap and any specific gender related issue.

3. Recommend actions by Born Free's Conservation and Education programmes to:

- Reduce poverty, without widening the gender gap
- Reduce negative impacts of current, new or increasing challenges faced by both women and men (using gender-specific and -targeted approaches)
- Eliminate any negative impacts of our work on women or men and instead seek to positively impact both women and men (in terms of their domestic, economic and community roles and responsibilities, and in term of access to and control of assets) and consider specific activities that would directly benefit women (thus reducing poverty and the gender gap)



- Pro-actively support communities to prevent or minimize the new or increasing climate change related challenges that could be detrimental to their standards of living, ways of life or (food, income, health, education) security.

Outputs Expected:

- a full, detailed internal report, comprising a detailed analysis of each landscape plus specific recommendations;
- an abridged report, summarising the overarching and key findings, for internal use and potential publication;
- a list of tangible, specific recommendations per landscape (can be incorporated within the above).

The successful candidate should ideally demonstrate the following attributes:

- Qualifications: Relevant degree/background in international development or social science.
- Knowledge: An in-depth understanding of poverty and gender equality/inequality issues in developing countries and a good understanding of conservation issues for highly threatened species and habitats in Africa and Asia
- Experience: 5 years+ in relevant field
- Skills/abilities: Proficiency in Microsoft Office; Excellent communications skills, in particular a high standard of written reports
- Competencies/Behaviours: Reliable, consistent, with excellent organisational and administrative skills, and strong attention to detail; An empathy with the work of the Foundation.

The Consultant will report to the Head of Conservation and will be expected to liaise with many members of the UK and overseas BFF Conservation and Education teams.

Born Free is an Equal Opportunities employer and positively encourages applications from suitably qualified and eligible candidates, regardless of age, sex, race, disability, sexual orientation, gender reassignment, religion or belief, marital/civil partnership status, or pregnancy and maternity.

Applications with a covering letter and CV should be sent to bornfreehr@aspiringhr.com by **26th May 2022** at midnight. **Important: Please include CCPG/22 in the subject of your email.**

Early application is encouraged as we will review applications throughout the advertising period and reserve the right to close the advert at any time. Born Free politely requests no contact from recruitment agencies or media sales. We do not accept speculative CVs from recruitment agencies nor accept the fees associated with them.

If you do not receive an invitation for an interview by 15th June, then you have unfortunately not been shortlisted. The first round of interviews is scheduled to take place from 6th June. Interviews will take place on Teams.

Thank you for your interest.