



Asian Species Action Partnership *Conserving species on the brink*

Capacity Development Lead Job Description

The Asian Species Action Partnership (ASAP)

The International Union for Conservation of Nature (IUCN) Species Survival Commission (SSC) Asian Species Action Partnership (ASAP) is the largest coalition of organisations working to save some of Southeast Asia's most threatened species from extinction. ASAP is a partnership platform working to focus attention and catalyse conservation for Critically Endangered land and freshwater vertebrate species found in Southeast Asia through strong partnerships and bespoke support.

By building connections and increasing visibility, ASAP supports its Partners to deliver vital conservation work in a region that, without urgent intervention, will lose much of its unique and rich biodiversity.

ASAP has developed a 5-year strategy which identifies 4 key areas of intervention:

- Create an enabling environment to catalyse effective conservation action for ASAP species;
- Increase financial resources available for conservation of ASAP species;
- Strengthen regional conservation capacity and leadership for ASAP species conservation;
- Raise the profile of ASAP species to promote their conservation.

Background

ASAP recognises that strong capacity in the region is essential for effective and successful conservation of ASAP species, and hence capacity development is a core objective and strategic intervention in our 5-year strategy. ASAP aims to strengthen regional conservation capacity and leadership to equip individuals and organisations with the wide-ranging skills needed to achieve species recovery.

The ASAP Secretariat will work with ASAP Partners to identify the current gaps and needs in capacity, and will develop mechanisms to fill these gaps to ensure that the region's individuals and organisations are equipped with an holistic set of skills to tackle effectively the growing challenges of species conservation. The ASAP report "Building capacity for species conservation: an assessment of needs and opportunities for ASAP" produced in 2019, identifies a number of areas where ASAP can address the capacity needs of our Partners through the following two main approaches:

1. *Identify and support a cohort of ASAP species champions (new and current) through grant making, training and long-term mentoring support positively to impact and advance ASAP species conservation.*



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2. *Support a portfolio of locally based, implementing ASAP Partners to develop strong organisational capacity (governance, management, strategy, human resources, communications) for sustained, impactful conservation efforts for ASAP species.*

General Profile

We are seeking a self-driven and motivated individual to provide bespoke support to ASAP Partners, especially recipients of ASAP conservation grant programmes and training initiatives, and to develop the approach ASAP will use for organisational capacity development.

The candidate will be passionate about and committed to conservation and capacity development, flexible and with personal drive and initiative. Typically, they will have between 5-10 years of professional experience in conservation including field-based experience working with NGOs in the Southeast Asia region, ideally in the ASAP-species-rich countries of Indonesia and Philippines. They will be expected to have knowledge and understanding of conservation issues in Southeast Asia, with experience and enthusiasm for conserving species, building capacity, and engaging with diverse stakeholders, in particular in the conservation community in Southeast Asia. They will need excellent communication and relationship skills.

Major Activities and Responsibilities

This role will support the implementation of the strategic intervention on capacity development as outlined in the ASAP strategy and roadmap from the report “Building capacity for species conservation: an assessment of needs and opportunities for ASAP”. Specific activities will include:

- Work with the ASAP Secretariat to implement the Capacity Development Strategy, including identifying and building technical and financial partnerships to achieve the objectives;
- With the Secretariat, develop appropriate training initiatives and other capacity development mechanisms, lead in the planning and execution of the training in collaboration with capacity building providers, and providing follow-up support and mentoring with all participants as required, remotely and through site visits as appropriate;
- Maintain regular tracking on the support provided to individuals and organisations as well as outcomes, developing and implementing monitoring systems for evaluating the impacts and lessons learnt and use the result to guide activities;
- Support the implementation of the Conservation Grants Programme, working with the Secretariat to identify potential grantees, and support high-potential grantees in the application process if required;
- Lead in the support and mentoring of successful grantees throughout the grant project period, both remotely and through site visits as appropriate;
- On a regular basis, communicate with and mentor ASAP Partners that are part of the training and grant programme, and others as required, to maintain and strengthen relations supporting and addressing their needs, and develop appropriate support networks and opportunities;
- Identify mechanisms for strengthening the ASAP Partner network and establishing peer-to-peer mentoring and support;



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- Identify matchmaking and partnership opportunities to fulfil needs of ASAP Partners and provide support such as technical expertise and funding;
- Using the 'ASAP Building capacity for species conservation' report as a baseline, identify needs and opportunities for development of new learning programmes and initiatives;
- With the ASAP Secretariat, develop the ASAP Mentoring Programme or new initiatives related to the capacity development strategic intervention;
- Provide reports and updates related to the work on capacity development for project donors and for the ASAP Secretariat quarterly and annual reports, and other materials as required.

Essential skills and experience

- Experience working for or providing support to national NGOs in Southeast Asia and / or experience in capacity-building initiatives and training in Southeast Asia;
- Excellent communication and relationship skills with personal diplomacy and discretion;
- Track record of working as a team member with excellent interpersonal skills in a multicultural environment;
- Detail-orientated and the ability to take the initiative and work independently, creatively and with flexibility;
- Understanding of species conservation issues in Southeast Asia, politics and sensitivities involved, and the various approaches to conservation of threatened species in the region;
- Experience in proposal writing, fundraising, and grants management;
- Ability to work in MS Windows environment (Word, Excel, PowerPoint);
- Fluency in written and spoken English.

Desirable skills and experience

- Familiarity with software and approaches used in species conservation and protected area management e.g. SMART, GIS, MIRADI, METT;
- Knowledge and understanding of ex situ conservation approaches for species recovery;
- Fluency or even basic familiarity, in Southeast Asia languages;
- Experience working in the Sundaic region of Southeast Asia, particularly Indonesia and the Philippines;
- A formal teaching qualification, particularly if relevant to teaching in higher education (e.g. university level) or experience delivering training programmes;
- Experience in developing organisational strategies and species conservation strategies;
- Project management experience.

Location & Hours

This is a 1-year full-time consultancy contract with the opportunity for extension, subject to available funding.

Start date: June / July 2021.

Location is flexible, although being based in Southeast Asia is highly preferred.



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Some travel will be required, when possible, to visit ASAP Partners in the field in Southeast Asia.

The successful candidate will report directly to the ASAP Director.

Application

To apply, please send your CV and cover letter to: contact@asapspecies.org

Deadline: 16th May 2021



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Mandai
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