

AFdPZ

*In partnership with
Species Survival Commission of the International Union for the
Conservation of Nature*

Job Description

Job Title:	Species Survival Officer
Reports to:	Cécile ERNY – afd pz@afd pz.org <i>With an informal dotted line to the IUCN SSC Chair's Office for support on training, networking and workplan support</i>

BACKGROUND

Founded in 1969, AFdPZ (French Association of Zoos) unites 106 zoological parks and aquariums in mainland France and overseas. Every year, more than 25 million visitors, including over one million students, discover endangered species in these facilities, which commit to following the Association's ethical guidelines.

AFdPZ is a member of the International Union for Conservation of Nature (IUCN), the Association of Museums and Centers for the Development of Scientific, Technical, and Industrial Culture (AMCSTI), as well as the European and World Associations of Zoological Parks (EAZA and WAZA).

More information: afd pz.org

The International Union for Conservation of Nature (IUCN) is the world's oldest and largest global environmental organisation, with more than 1,400 government and conservation NGO members worldwide. The Species Survival Commission (SSC) is a global network of more than 10,500 invited volunteer experts who contribute data and expertise to helping the world understand and prioritise species conservation needs. These experts work for many different conservation organisations such as universities, field conservation NGOs, governments, zoos, aquariums or botanic gardens. These experts are organised into more than 195 Groups, focused on taxonomic, geographic or disciplinary priorities for species conservation and are supported by the SSC Chair's office staff and a partner-based network of Centers for Species Survival staff teams. The overall aim of these SSC Groups is to advance the understanding and long-term conservation of the species in their remit and their environments worldwide, and the recovery or restoration of populations and ecosystems where feasible. To achieve this, the groups work across three main pillars: Assessment, Planning and Action.

The Center for Species Survival France was created in 2025 as a partnership between AFdPZ and the IUCN SSC. The Center works in close partnership with the SSC's volunteer expert groups to conduct extinction risk assessments, facilitate multi-stakeholder conservation planning, mobilise priority action and build capacity to save species. Centers act as catalysers; working with the SSC and other partners, across NGOs, government agencies, academia and others. Centers work to understand the key networks, stakeholders and conservation efforts; to identify priority gaps in assessments, planning and action needed to save species and ensure that efforts are connected effectively and have access to the necessary tools, capacity building and resources required to maximise impact.

SUMMARY OF ROLE

Working closely with the team at AFdPZ, the IUCN Species Survival Commission, relevant government and NGO stakeholders and the wider conservation community, the post holder will play a key role in implementing the IUCN Assess-Plan-Act model to assess extinction risk, identify conservation needs, help plan effective and coordinated measures, and mobilise action. This position will support assessments, conservation planning, and action efforts to help conserve and recover French wildlife. In doing this, the position will help to dramatically expand the understanding of the conservation needs of French wildlife species nationally and globally; laying the much needed foundation to also focus on convening and facilitating prioritised conservation planning and mobilising the implementation of key actions and policy across the conservation of these species.

KEY RESPONSIBILITIES

Support and coordinate efforts between the Species Survival Center, AFdPZ and the SSC Network throughout the Species Conservation Cycle.

- Creation and implementation of the Center's work plan, shared target setting and annual reporting

Use globally recognised, consistent tools to systematically inform and identify species and ecosystem conservation priorities.

- Receive and deliver training, as appropriate, in the use of IUCN SSC tools. For example:
 - Complete 'Introduction to the IUCN Red List' online course, & pass with 75+%
 - Undertake other Asses training such as Green Status, Key Biodiversity Area Identification etc.
- Undertake, oversee &/or catalyse priority assessments, conservation plans and action mobilisation in line with the Center's work plan.

Collaborate, communicate and plan effectively to ensure unique skills, resources and efforts of different stakeholders collectively deliver species recovery and protection through efficient, comprehensive and effective efforts.

- Build and maintain quality relationships with the AFdPZ Team, the SSC Chair's Office and SSC Groups, the IUCN French Committee, relevant Government agencies, NGOs and other stakeholders to assist in identifying priority opportunities and achieving the Center's key objectives.
- Strengthen collaboration among the wider conservation community to identify gaps, support collaboration and maximise the relevance and impact of joint conservation activities and projects.
- Work with the IUCN SSC Conservation Planning Specialist Group (CPSG) to catalyse and facilitate priority multi stakeholder conservation action planning using best practice tools and approaches. Including undergoing training, as appropriate in for example:
 - Conservation Planning Facilitation training
 - Assess to Plan methodology
 - One Plan Approach and population modelling
- Gather and integrate knowledge and expertise in the creation and implementation of projects / initiatives on species specific issues.

Support AFdPZ, IUCN SSC, Government and other decision-makers in communicating and reporting on success in species conservation and the establishment and delivery of strong targets and policy for the conservation of species and ecosystems.

- Contribute to the development and review of communication as needed, including annual reporting of results to the SSC DATA Information system.
- Participate in targeted conservation campaigns for species requiring urgent conservation attention, mobilising relevant experts, conducting appropriate communication and behaviour change efforts.
- Support & / or implement and evaluate how the Center can engage the public on species conservation issues at local, national or regional scales through the development of resources, including social media communications, blogs and podcasts, graphics and other emerging communication techniques.
- Ensure that relevant strategic priorities and opportunities related to species conservation are appropriately communicated and integrated into the host organisation's conservation strategy.
- Lead multi-stakeholder workshops and meetings, both in person and using virtual platforms (Zoom, Teams, etc.).
- Deliver various media and conference opportunities to the general public, the IUCN SSC community and the wider conservation community.

Scale up the training, capacity and long-term impact of species conservation efforts as well as ensure connections to community and human well being.

- Identify key communities and stakeholders relevant to the Center's work plan and establish capacity building strategies to ensure the amplification of the Center's impact.
- Contribute to the strategic growth of the organisation by helping to create or refine tools and processes for effective implementation of species conservation initiatives.
- Support the development of proposals and fundraising efforts for the Center.

The above job description contains the main duties and responsibilities for this position. However the Species Survival Officer is expected to show flexibility in their approach to work and be willing to undertake other tasks that are reasonably allocated to them, but which are not part of their regular job description.

QUALIFICATIONS AND PERSONAL SPECIFICATIONS

Minimum qualifications and skills

- Minimum Bachelor level degree in e.g., conservation biology, zoology, ecology, natural resources management or related fields.
- 2+ years of relevant work experience.
- Excellent stakeholder relationship skills. Ability to work as part of a team, confidence in interacting with experts, external partners and ability to facilitate discussions towards shared outcomes with sensitivity to multicultural approaches.
- Demonstrated experience and a good understanding of the practical aspects of biodiversity conservation actions, endangered species protections and policy especially relating to species.
- Strong skills in project management, planning and project implementation.
- Experience with international projects and supporting new initiatives.
- Ability to effectively manage teams to deliver results.
- Advanced and competent user of standard word processing, spreadsheet, presentation and database software and electronic communication technology (e.g. Outlook, Microsoft Teams, WhatsApp, conference calls, etc.). Working knowledge of social media and mobile apps.
- Experience with administration including data management, attention to detail and numerical

ability.

- Experience in fundraising and / or demonstrated success in proposal writing.
- Fluency in English and French is a requirement.

Desired qualifications

- International stakeholder management experience, multilingual and multi-cultural or cross-cultural experience desirable.
- Experience in fundraising and / or demonstrated success in proposal writing is desirable.
- Working knowledge of the IUCN and IUCN SSC Network (structure and stakeholders)

Personal Specification

- Self-motivated with an attention to detail.
- Ability to multitask, handle high pressure situations, and meet tight deadlines.
- Demonstrated effective interpersonal and organisational skills.
- Demonstrable experience in scientific and public engagement, including good presentation skills.
- A commitment to the worldwide role of accredited zoos, aquariums and botanic gardens.
- Excellent written and oral communication, diplomacy and interpersonal skills.
- Ability to work well in a global team to problem solve, self-manage and find solutions.
- An eagerness to expand personal knowledge-base and adapt to new challenges
- Ability to travel and to work flexible hours.
- A basic understanding of Global Information Systems (e.g., ArcMap, QGIS), or a willingness to learn these skills within 6 months of hire.

Location: AFdPZ Office – ZooParc de Beauval – 41110 Saint Aignan – FRANCE

Salary: Between 38 and 39 K€/year

Job type: Full-time

Contract length: Permanent

Expected start date: as soon as possible in Spring 2025

***How to apply:* Please send CV and a cover letter with references to afdpsz@afdpsz.org**