

Background to the post of FIELD Director, January - February 2006

About FIELD

The international laws and institutions designed to protect the environment and facilitate sustainable development are becoming increasingly complex. They are growing in number, and deal with highly technical issues that are changing every day. For example, the UN Framework Convention on Climate Change and its Kyoto Protocol continue to be developed through new decisions, further commitments and national implementation. This and other environmental agreements and institutions must be reconciled with international laws and processes designed to promote a range of other interests, such as international trade, investment and technology.

Effective engagement in international rule-making and implementation requires specialist knowledge that is informed by a range of interests and backed up by human and financial resources. Southern governments, advocates for sustainable development and local communities have limited capacity to engage in international decision-making. They are often excluded from the processes that design, implement and enforce internationally created rights and responsibilities concerning the environment. Unlike their Northern counterparts, Southern governments have very few people available to participate in international negotiations on an ongoing basis. In contrast to the major players in business and industry, advocates for sustainable development and local communities have limited access to information or processes at the international level that could help them to protect their interests at the national and local levels. Yet it is often Southern governments and local communities that are most at risk from environmental harm and unsustainable production – whether through rising sea levels resulting from climate change, their dispossession from key resources on which their livelihoods depend, or exposure to harmful waste or chemicals.

Against this background, the Foundation for International Environmental Law and Development (FIELD) aims to establish a fair, effective and accessible system of international law that protects the global environment and promotes sustainable development. FIELD achieves its aims by interweaving research, advice, advocacy and training to assist public interest coalitions and to strengthen government capacity in the South.

Our activities are organised into **three core areas**:

- Biodiversity and Marine Resources;
- Climate Change and Energy; and
- Trade, Investment and Sustainable Development.

Our group of international lawyers undertakes activities in collaboration with partners based in the South and North, with support from a team of interns and a network of advisors and associates. Where possible, FIELD provides services on a *pro-bono* basis to Southern governments, public interest organisations and local communities seeking to protect the environment and pursue sustainable development.

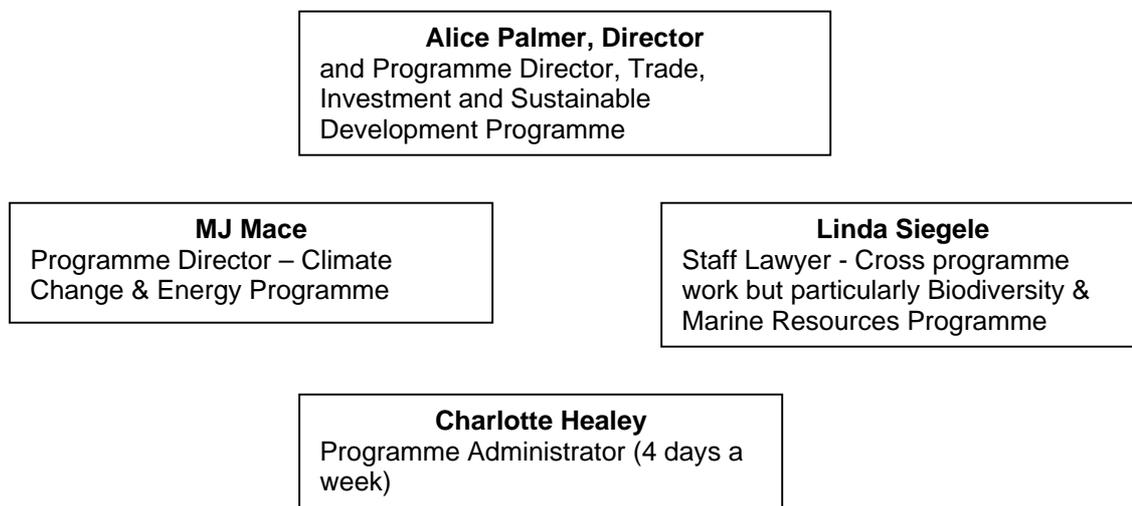
FIELD's Funding Base and Budget

In our early years, FIELD received significant core funding from the Ford Foundation, together with large programme-wide grants from other US funders. More recently, we have turned to philanthropic funders in the UK and Europe for our core support.

We also rely on project-specific support from the European Commission and European and UK government departments, and some donations from individuals.

Our lawyers are currently engaged in approximately 27 projects and the annual projected turnover for 2005-06 is £320,000.

FIELD Staffing (current)



FIELD also works with a range of **Associates, Advisors** and **external consultants** not shown in the above diagram. In addition, staff members oversee an **internship programme** at FIELD which trains lawyers from around the world in international law and policy and regularly lecture in University College London's **post-graduate courses in law on environment and sustainable development** issues.

Please refer to the website www.field.org.uk for more information about FIELD.

Some examples of successes to date

- FIELD worked extensively on legal issues relating to the safe use of biotechnology. A major achievement in this period was the publication of the ***Explanatory Guide to the Cartagena Protocol on Biosafety*** in co-operation with IUCN and WRI. Copies of the Guide in four languages have been made available free of charge to several hundred national officials and NGOs in developing countries and in countries with economies in transition, to assist them in the implementation of the Protocol and the development of national biosafety laws.
- FIELD played a core role in the **formation of the Alliance of Small Island States (AOSIS)**, a coalition of small island and low-lying coastal countries that share similar development challenges and concerns about the environment, especially their vulnerability to the adverse effects of global climate change. FIELD's independent legal advice and assistance to AOSIS has helped it become one of the key players in negotiating and implementing the United Nations Framework Convention on Climate Change (UNFCCC) and Kyoto Protocol.
- FIELD uses its widely recognised expertise in international trade law to lend legal rigour to the work of other non-governmental organisations seeking to have an impact on decisions made in the World Trade Organisation (WTO). FIELD worked with a coalition of fourteen organisations in six countries to make a **public interest or 'amicus curiae' submission** to the WTO in the current dispute between the US and EU over the regulation of genetically modified

organisms. *Amicus* submissions ensure that a public voice is heard in an otherwise secretive process and this case represents a high-profile dispute in which FIELD's *amicus* work could play a truly decisive role.

About IIED

IIED is an international policy research institute, working to promote more sustainable and equitable global development. IIED is a non-governmental body which works with an extensive network of colleagues and collaborators around the world. The Institute was set up in 1971, just before the first UN Earth Summit, and has been a major contributor to the Brundtland Commission of 1987, the 1992 Rio Earth Summit, and WSSD in 2002 in Johannesburg. IIED can draw upon a well-established reputation for independence and honesty, providing cutting-edge ideas to push policy forward in favour of more sustainable and equitable patterns of development. Our long-standing relationships with partners in the developing world are central to our ways of working and make IIED very different from other research institutes. They also generate close working relations with a range of actors, structures and processes at all levels, from smallholder farmers and big city slum-dwellers through national governments and regional NGOs, to global institutions and processes.

Our ways of working involve close collaboration with a network of partners. For example, in any given year, between 30 and 40% of our budget is channelled through to groups around the world, to enable them better to respond to local needs. We are not a typical Northern-based research institute, worried mainly about academic credentials. We firmly believe that research and reflection must be embedded within a process of action and policy change. Acting a catalyst, broker and facilitator, we seek to add voice to poorer and more vulnerable groups to ensure their interests are heard in decision-making, and can bring about progressive change. IIED has environmental sustainability as a core concern, but we are not a "green" organisation that is focused only on conservation, at the expense of people's livelihoods. At this juncture of major global change and uncertainty, IIED and partners have a duty to stress the importance of sustainable development and the principles on which it is built as lying at the heart of all hopes for a secure future for our world.

Please refer to the website www.iied.org for more information about IIED.

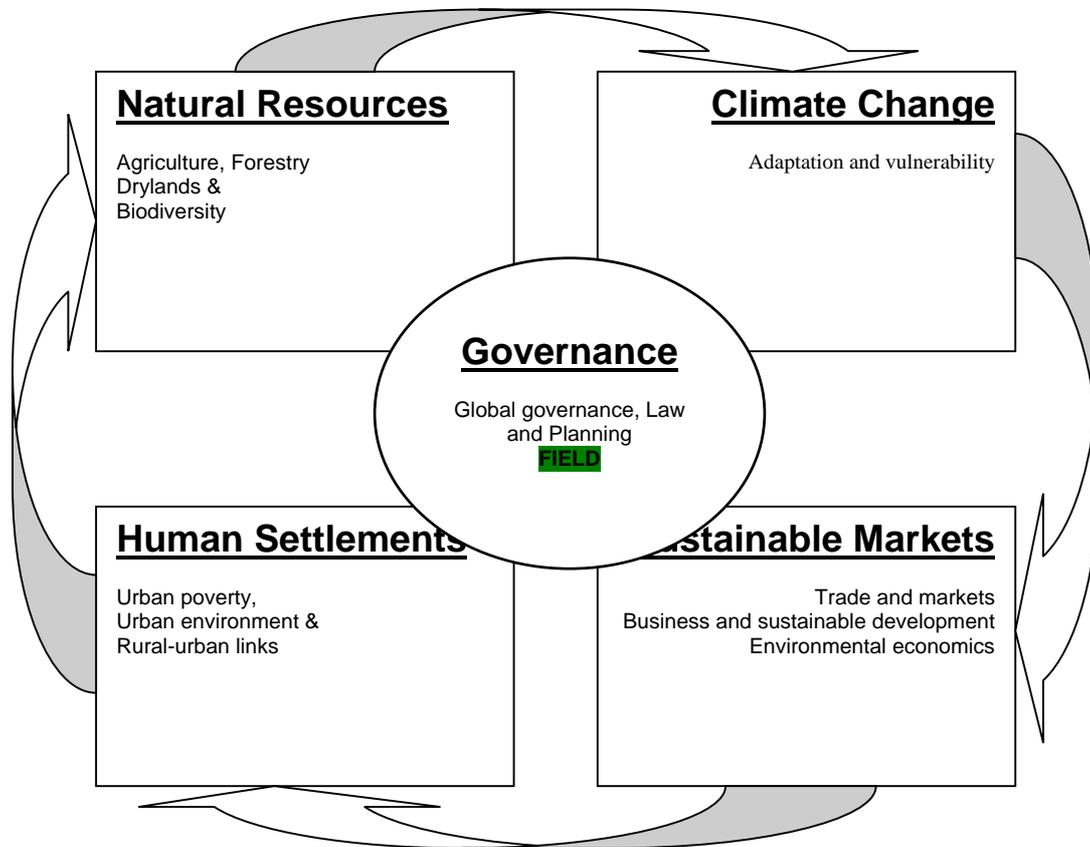
How FIELD works with IIED

In April 2005, FIELD became a subsidiary of IIED. FIELD continues to be an independent charitable organisation but now shares offices, core services, a Board of Trustees, and an increasing number of multi-disciplinary projects and activities with IIED. This partnership promotes further synergies and cross-fertilisation of work, and has both strengthened and added to the existing portfolios of both organisations.

FIELD is part of IIED's "Governance" Group, one of the five main research groupings that make up the Institute's research structure (see diagram below). All Groups work closely with each other on a number of projects and themes, helping to ensure that the whole is greater than the sum of the parts.

FIELD are fully integrated into the management structure of IIED and the Director sits on the Institute's Strategy Team, which co-ordinates and drives research strategy, external interactions, positioning and advocacy.

The partnership between FIELD and IIED is evaluated on an on-going basis with the view to maximising the benefits of the alliance. The partnership was formally launched by Mary Robinson – a lawyer by training and former UN High Commissioner for Human Rights and now Chair of the Board of Trustees – in June 2005.



The Next FIELD Director

This vacancy has arisen due to the relocation of the current Director, Alice Palmer, to Australia, effective from April 2006. Ms Palmer will become a senior advisor to FIELD and will continue to contribute to the trade and investment portfolio as an external consultant. She will return to the UK in order to assist with the induction of the new Director. During the period between the departure of Ms Palmer and the appointment of a new Director, the post of acting Director will be carried out by Camilla Toulmin, Director of IIED, with assistance from FIELD staff as appropriate.

During the leadership of Alice Palmer (Director 2003 – 2006) FIELD has strengthened its portfolio of work and entered into a new partnership with IIED, opening up a variety of new areas, while adding a different dimension to existing work. The new Director will build on this profile and expand the business at this crucial time for law and sustainable development.

APPENDIX 1

FIELD Director – Terms and Conditions of Employment

Contract:	Permanent
Salary:	£40k - £50k, depending on experience, as determined under our salary policy. The postholder receives an annual increment and a cost-of-living award. There is no performance-related pay at FIELD.
Relocation:	We will meet relocation expenses up to £1000, which will be agreed in advance of the appointment.
Pension:	7.5% of salary to IIED's group personal pension scheme.
Flexible Benefits:	Life Assurance, Critical Illness Cover, Income Protection and an option for Life Assurance for a spouse or partner under our flexible benefits package.
Holiday entitlement:	25 days rising by 0.5 days per annum, to a maximum of 30, plus 8 public and statutory holidays and the period between Christmas and New Year.
Maternity and Paternity Leave:	Generous allowances in both areas.

Equal Opportunities at FIELD and IIED

FIELD and IIED aim to be equal opportunities employers and undertake to apply objective criteria to assess merit. We aim to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, national or ethnic origins, gender, marital status, sexuality, disability, class, age, political or religious belief.

Selection criteria and procedures will be reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity and, where appropriate and possible, special training to enable them to progress both within and outside the institute. We are committed to a programme of action to make this policy effective, to minimise the possibility of discrimination and find means of combating it whenever it arises.