



**WCMC**

**Deputy Head of Nature Economy  
Application Pack**

# Thank you for your interest in the role of Deputy Head of Nature Economy at UNEP-WCMC.

The role will provide critical oversight of our team working at the junction between biodiversity and the economy.

As an experienced and qualified individual with a sound background in programme management, we will provide you with the opportunity to empower a skilled and enthusiastic team to deliver impact. You will bring established credibility with government, private sector or financial institutions and a track record of team management. You will have a passion for, and experience in engaging constructively across different stakeholders to deliver positive social and environmental outcomes, based on sound evidence. An outstanding collaborator with proven people skills, you will be able to guide the delivery of existing project teams and programmes.

# ABOUT THE TEAM

Our Nature Economy team energises, enables and empowers leaders across all sectors of the economy to take action for nature. We support businesses, governments and financial institutions with the knowledge, tools and capacity they need to measure and account for their impacts and dependencies on natural capital. Our goal is for them to implement actions towards a nature positive future.

Our growing team of 25 people from a range of disciplines work with our partners to build capacity for positive change for people and planet. We work to support reform of policy, legal, planning and accountability frameworks, and helping to align financial flows to incentivise nature-positive and carbon-neutral outcomes.

Our team plays a central role in high profile collaborations which are at the leading edge of efforts to deliver a nature positive global economy. This includes: delivering [ENCORE](#), the world's first tool to support exploration of natural capital-related risk for the finance sector; The [Proteus Partnership](#), our flagship initiative which engages leading members of the private sector; our collaboration in the Science-based Targets Network and Taskforce on Nature-related Financial Disclosures; support to the upcoming post-2020 global biodiversity framework under the UN Convention on Biological Diversity; work to [align biodiversity measurement approaches](#) for businesses; input to the UK Treasury Dasgupta Review; support to the development of the UN System System of Environmental Economic Accounting; and globally regarded research into the embedded biodiversity impact of trade flows. We work as one organisation. So while our projects, partnerships and collaborations form the basis of the Nature Economy team's focal initiatives, they are delivered across the whole Centre.



# ABOUT THE ROLE

## Job Description

The main purpose of the job is to provide additional senior oversight on project delivery, project development, financial management and team management in support of the Head of Nature Economy.

They will also be expected to build and maintain strategic partnerships in support of the Centre's strategy and business plan. It is anticipated that the post holder will maintain their specialist expertise and contribute to appropriate projects.

Reporting to the Head of Nature Economy, the post holder will maintain close and effective links with colleagues and with the organisation's wider Leadership Team, and will participate in appropriate planning and development processes.

## Key Areas of Responsibility

The post holder will need to be flexible and adaptable to variable demands. Key duties and responsibilities will include:

- Support the Head of Nature Economy to ensure that projects are well resourced, planned and delivered, on time and to budget.
- Maintain an overview of the pipeline of future work for the Nature Economy team.
- Drive team financial performance.
- Cascade line management of a proportion of the Nature Economy team.
- Support recruitment, coaching and mentoring of staff.
- Build and expand effective external partnerships with delivery partners, clients and donors.
- Develop personal technical expertise and provide input to projects related to business and biodiversity, finance sector change, or economic transformation.
- Coordinate development, oversight and delivery of a strategic portfolio of projects aimed to integrate nature across or within economic sectors.
- Strengthening a team approach to innovation and high-quality deliverables.
- Work with the Head of Nature Economy, Principal Specialist, Lead Economist and Senior Programme Officers to ensure effective team working.
- Ensure implementation of the Centre's policies and procedures within the team.

## Other Duties

The successful candidate will undertake other duties as may be required from time to time commensurate with the level of the post, and adhere to such targets as may be communicated by their line manager. The Deputy Head of Nature Economy is a leadership role within the Centre, therefore Centre-wide responsibilities will be required, including membership of the Leadership team and potentially membership of other Centre core impact teams. They may be required to present projects externally and undertake international travel on behalf of the Centre.

# Person Specification

## Qualifications/Education

### Essential:

- Degree or Masters level qualification in a relevant discipline.

## Experience

### Essential:

- Experience of financial management for a evidence-based programme with multiple projects.
- Experience of recruiting, developing and managing a team of professionals in an organisational setting.
- Proven success in planning, managing and implementing portfolios of projects and strategies using a team approach.
- Experience of working with the financial sector, private sector or government on biodiversity, ecosystem services and natural capital projects at a high level.
- Demonstrated experience of fundraising, including leading the successful development of project proposals.
- Experience creating a culture of high-quality and evidence-based delivery.

### Desirable:

- Experience at applying knowledge to support corporate policy development and implementation.
- Experience of fundraising with the private sector, financial sector or government.
- Specialist knowledge in relevant technical areas – such environmental/ecological economics, impact assessment and mitigation, supply chain approaches, sustainable finance, and national and international policy.
- Experience developing alliances and partnerships (demonstrated by an extensive network of contacts in the international conservation, business and/or financial communities) and experience working with organisations and agencies operating internationally.
- Experience working in a language other than English.

## Essential Skills

- Excellent interpersonal skills, with the ability to lead and motivate a team to achieve desired outputs.
- Demonstrated ability to foster a culture of collaboration within organisations and across teams.
- Demonstrated ability to foster, maintain and support international partnerships and networks.
- Excellent communication skills, including presentation and facilitation skills.
- Excellent project management skills
- Fluency in written and spoken English, with fluency in another UN language highly desirable.

## Type of Person Required

This successful candidate will be an experienced leader and role model, able to inspire the confidence of staff, and work closely with the Head of Nature Economy and the organisation's wider Leadership Team. They will have an exceptional track record of project development and delivery, with experience of managing a high performing team of experts. They will be a problem-solver, able to address challenges as they arise and find creative solutions to them.

# OUR OFFER

**Job Title:** Deputy Head of Nature Economy

**Team:** Nature Economy

**Reporting to:** Head of Nature Economy

**Job Reference:** AD1272b

**Start date:** ASAP

**Salary:** c. GBP 46,000 pa depending on skills and experience

**Contract:** Permanent

**Location:** The post holder will be expected to locate within commuting distance of our main offices in Cambridge, UK

*This is not a United Nations Post*

As a minimum we aim to match market rates for the conservation charity sector in Cambridge and invest a lot of effort to benchmark our salaries, ensuring that people are rewarded fairly for their role. To add to this, we offer some great benefits - here are the highlights:

- 12% non-contributory pension after 1-year service
- Flexible and family friendly working
- Life assurance against death in service (4X annual salary)
- Extended pay protection for serious illness that exceeds 6 months
- Excellent training and development opportunities, tailored to individual needs
- Scheme to buy (or sell) additional annual leave
- Cycle to work Scheme
- Fantastic shared social space and kitchen facilities
- Employee assistance programme and bereavement line to offer help and advice to staff and their families
- Brilliant Social committee that help to keep things fun!
- Caring Staff Liaison Committee
- Focus on environmental sustainability kept in check by our Environment Committee
- Free (proper) tea and coffee!

## Training

Our aim is to do our best for every person who works for us, so that they build their skills and knowledge over their career with us, and when they leave (some never do!) they are better placed to move onto the next stage of their career.

We have a comprehensive induction programme that spans the first 6 months including what's critical in the first week, first month, and then monthly afterwards.

- We encourage everyone to use 5 days for their own personal development each year
- Standard training course which include: Management Development; Coaching culture; Resilience; Negotiation; Pitching and closing a deal.
- We also design our training annual personal development reviews and organise bespoke training courses that meet the skill gaps in the organisation and fulfil the training needs of the people within it.
- Peer-to-Peer learning from our community of experts, taking advantage of the breadth and depth of knowledge and experience across the organisation.
- Internal and external invited speakers, workshops and talks that anyone can join or initiate.



## ABOUT UNEP-WCMC

The UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC) is a global Centre of expertise in biodiversity. We work at the interface of science, policy and practice to tackle the global crisis facing nature.

The Centre operates as a collaboration between UN Environment Programme and the UK registered charity WCMC. Our cutting-edge science, data and insights inform policy and business decisions worldwide. This position is with the charity WCMC, working in collaboration with UNEP.

Achieving our vision of a world living in harmony with nature will require transformative and systemic change across all sectors. We bring together governments, businesses, research bodies and more to put nature at the heart of decision-making.

**"We are entering a make or break decade for nature with UNEP-WCMC set to play a pivotal role in ensuring humanity finally begins to reverse the catastrophic loss of biodiversity globally."**

Jonny Hughes, CEO of WCMC

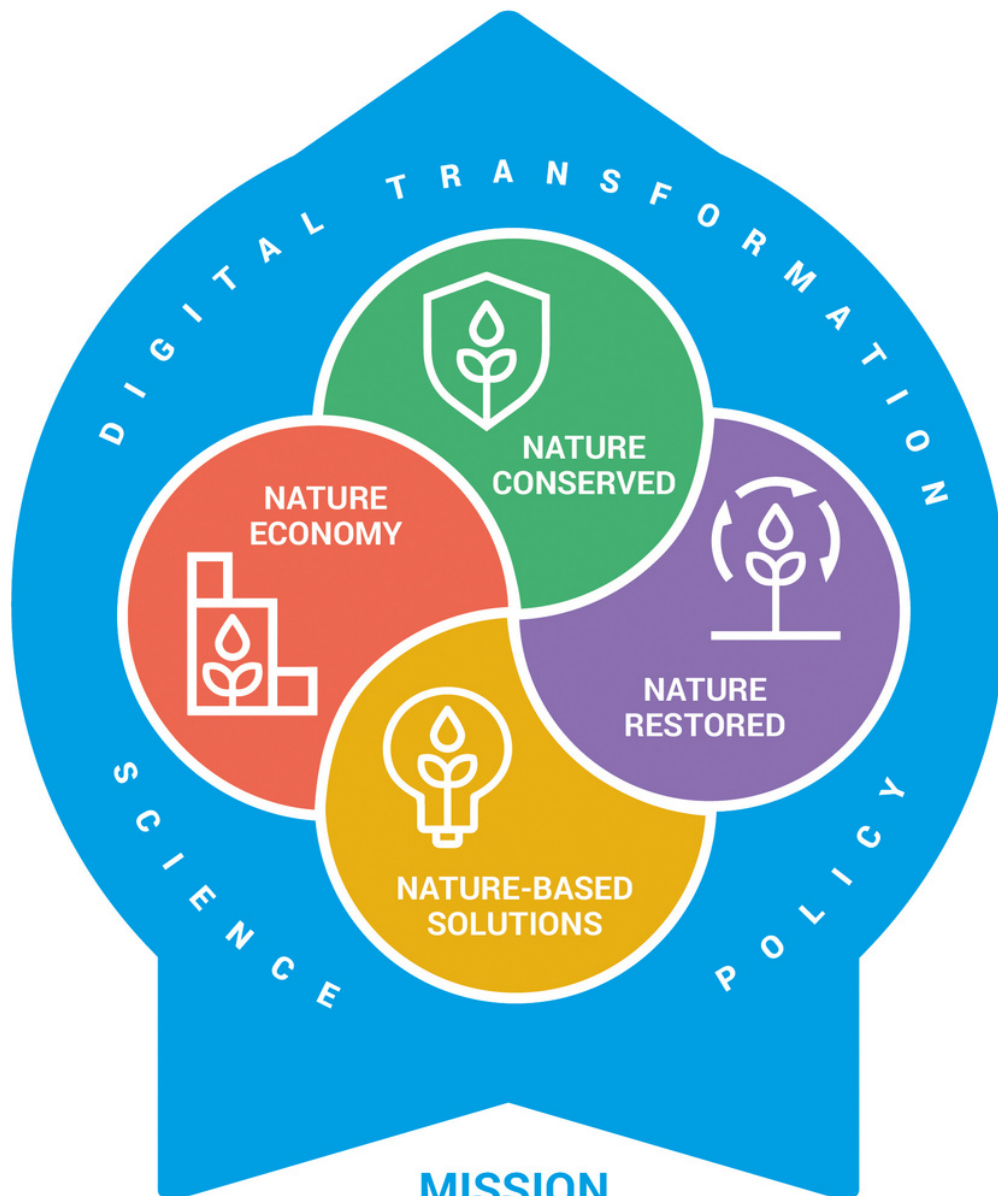


## Our strategy

We deliver our strategy through four independent impact areas which are complemented by three cross cutting innovation areas.

### VISION 2050

Living in harmony with nature



### MISSION

We develop knowledge and capacity for a nature-positive world





## The people

We have around 180 amazing people who make up our organisation. We are a really friendly bunch of professionals and do not think a single person has ever left the organisation without saying that it is the people that make the organisation fantastic and how much they will miss them when they leave. We truly do have world class scientists and professionals!



## The culture

Our culture is very supportive. There are lots of ups and downs in life, and we want to support our people through the difficult patches, so they can flourish again. We have a free employee assistance line that is available to all employees and their families and offers 6 remote counselling sessions and other advice services.

We have redesigned our kitchen and library to make a fantastic social space where you can have a quiet chat or a loud lunch with your colleagues! We also have tea every Wednesday afternoon, with locally homemade cakes and catch up with everyone and everything that is going on in the Centre.

We are affiliated with Cambridge University, and have rooms in the David Attenborough Building that we can use when we wish. We are also a member of the Cambridge Conservation Initiative and often collaborate with our CCI colleagues here.

WCMC attaches great importance to addressing safeguarding and ethical considerations in all activities carried out by its staff, including where partner organisations or individuals are part of the delivery of our work. This includes children and vulnerable adults in the community who may be vulnerable to abuse. WCMC acts with integrity, is transparent and expects applicants to share the same values.



## Diversity

We really take our diversity seriously, as we operate globally and need to have the people perspectives within the organisation, to fully understand our clients and partners that we work with. Our aim following the introduction of the points based immigration system was to increase our diversity not only in our range of nationalities, but in all protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex).

We have a sponsorship licence and always take the best candidate for the role from a whole range of applicants and offer sponsorship to those that require it. We have people that have worked for us, for more than 30 years, and our fantastic internships often attract the best and brightest graduates.

# HOW TO APPLY

**If you are looking for a rewarding and motivating post where you can help shape this exciting field and contribute to a nature positive global economy, we want to hear from you.**

Please complete our [application form](#) and [personal details form](#) and send them together with your [2 page CV](#) through this [link](#).

We screen candidates based on skills and experience and not their personal details. **Please do not include a photograph on your CV, and note that any applications which include a photograph may be automatically rejected.**

**Closing date:** Midnight on the 30th of March 2022



# WCMC

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