

**WCMC**



**Proteus Partnership Officer  
- Nature Economy  
Application Pack**

# Thank you for your interest in the role of Proteus Partnership Officer within the Nature Economy team at UNEP-WCMC

We are seeking a Proteus Partnership Officer to join our growing Nature Economy team, working at the junction between biodiversity and the economy. The Proteus Partnership is a unique collaboration between UNEP-WCMC and leading businesses to support companies in becoming nature-positive. Working with teams across UNEP-WCMC and our private sector partners, you will play a leadership role in our work to enable the integration of biodiversity and natural capital into corporate decision making. You will be a capable technical manager, able to work flexibly in this fast-moving field, and with a demonstrated ability to deliver high quality outputs. A clear and compelling communicator, you will be comfortable engaging with a range of audiences and stakeholders to find creative solutions that support corporate biodiversity management efforts.

# 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 over 30 people from a range of disciplines works with our partners to build capacity for positive change for people and the 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; supporting the shift of financial flows towards sustainable land use through training, technical assistance, [engagement](#) and [indicators development](#); input to the UK Treasury Dasgupta Review; support to the development of the UN 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 UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC) strives for a sustainable world for biodiversity and people. One of the focal initiatives in UNEP-WCMC's Nature Economy impact area is the Proteus Partnership. Proteus aims to support companies to be nature-positive, and efforts towards a planet where business contributes to a clean, healthy and resilient environment for all.

The main purpose of this role is to support the success of the Proteus Partnership, with a particular focus on technical leadership, representing the Partnership externally, and expansion into new sectors. Working with the Proteus Lead, this will involve close collaboration with Partner companies as well as other impact and innovation areas across UNEP-WCMC. The role will involve:

- Collaborating across UNEP-WCMC and external organisations, and providing technical leadership in the development and delivery of complex projects.
- Strategic and technical input to project workplans and proposals, and review of technical project outputs.
- Supporting management of relationships with Partner companies, including existing and potential new Partners, in the extractive, renewable energy, infrastructure, and agriculture sectors.

## Key Areas of Responsibility

- Identify opportunities, and design, manage and implement projects in the areas of:
  1. Helping companies recognise their responsibilities for nature and communicate the business case for its management.
  2. Accelerating and scaling decision support tools and capacity building to help improve corporate performance.
  3. Strengthening and increasing business engagement in the global policy agenda on nature.
  4. Sustaining a viable mutually beneficial partnership through cross-sectoral collaboration.
- Provide technical leadership to work under Proteus, including contributing to deliverables and outputs.
- Support management of relationships with Proteus Partner companies and oversee development of clear technical communication materials.
- Represent Proteus externally on technical subjects, to promote the Partnership both to private sector audiences and in the wider conservation community.
- Support relationship building with potential new Partner companies, particularly in the renewables, infrastructure and agriculture sectors.

## Other Duties

- Manage projects from inception through to completion to time and to budget, with effective internal and external communication, financial management and reporting, delegating task-level coordination and management as appropriate.
- Coordinate the inputs of project teams, including liaising with senior colleagues and partners and supervising peers, interns, students, volunteers and consultants as necessary.
- Ensure project and other deliverables are of high quality, in line with the Centre's quality assurance process.
- Promote project work and represent the Centre externally at meetings, conferences and events, building a network to facilitate project delivery.
- Develop good working relationships across the Centre, establishing an internal network, and extending your own knowledge of scientific and policy issues relevant to the work of the organisation as a whole.
- Line manage members of the Nature Economy team to continuously develop their technical, project management, and communication abilities.
- Contribute to the operation and administration of the Nature Economy team as required.
- Undertake other duties as appropriate to the grade and relevant to the needs that may be determined from time to time by the Line Manager.

## Person Specification

### Qualifications/Education

#### Essential:

- Undergraduate degree in a field related to biodiversity, environmental sustainability, economics, or international business.

#### Desirable:

- Postgraduate degree in a field related to biodiversity, environmental sustainability, economics, or international business.

### Experience

#### Essential:

- Knowledge of biodiversity issues and the risks and opportunities they pose to the private sector.
- Technical leadership in the delivery of complex projects.
- Managing and analysing complex spatial data for an applied context.
- Designing collaborative projects with external partners and/or clients.
- Producing high quality outputs such as reports, training materials, presentations, workshops and webinars.

#### Desirable:

- Working with businesses, particularly one or more of the following sectors: mining, oil and gas, renewable energy, infrastructure, agriculture.
- Development or application of technical nature related tools and methods for a decision-making context.
- Developing and managing complex projects and coordinating activities to deliver impact.
- Managing and coaching staff.
- Working in a language other than English.

## Skills

- Effective collaboration and communication skills to play a leadership role in a large multi-organisation partnership.
- Data literacy and GIS / programming skills.
- Analytical skills and writing skills to produce concise, compelling and clear information and outputs for a range of technical and non-technical audiences.
- Excellent spoken and written English. Ability to work in other languages (including Chinese, French, Italian, Spanish) desirable.
- Ability to work both as part of a team and independently.

## Type of Person Required

- A problem solver, the successful candidate will enjoy thinking creatively and adaptively to find innovative solutions.
- They will be sensitive to the needs of partners and understand the importance of seeing projects to completion.
- They will have a keen interest in providing practical support and solutions to address real-world challenges.
- They will value attention to detail.
- They will be a team player with excellent interpersonal and communication skills.

# OUR OFFER

**Job Title:** Proteus Partnership Officer

**Team:** Nature Economy

**Reporting to:** Senior Programme Officer

**Job Reference:** AD1309

**Start date:** Negotiable

**Salary:** GBP 27,000 to GBP 30,000 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



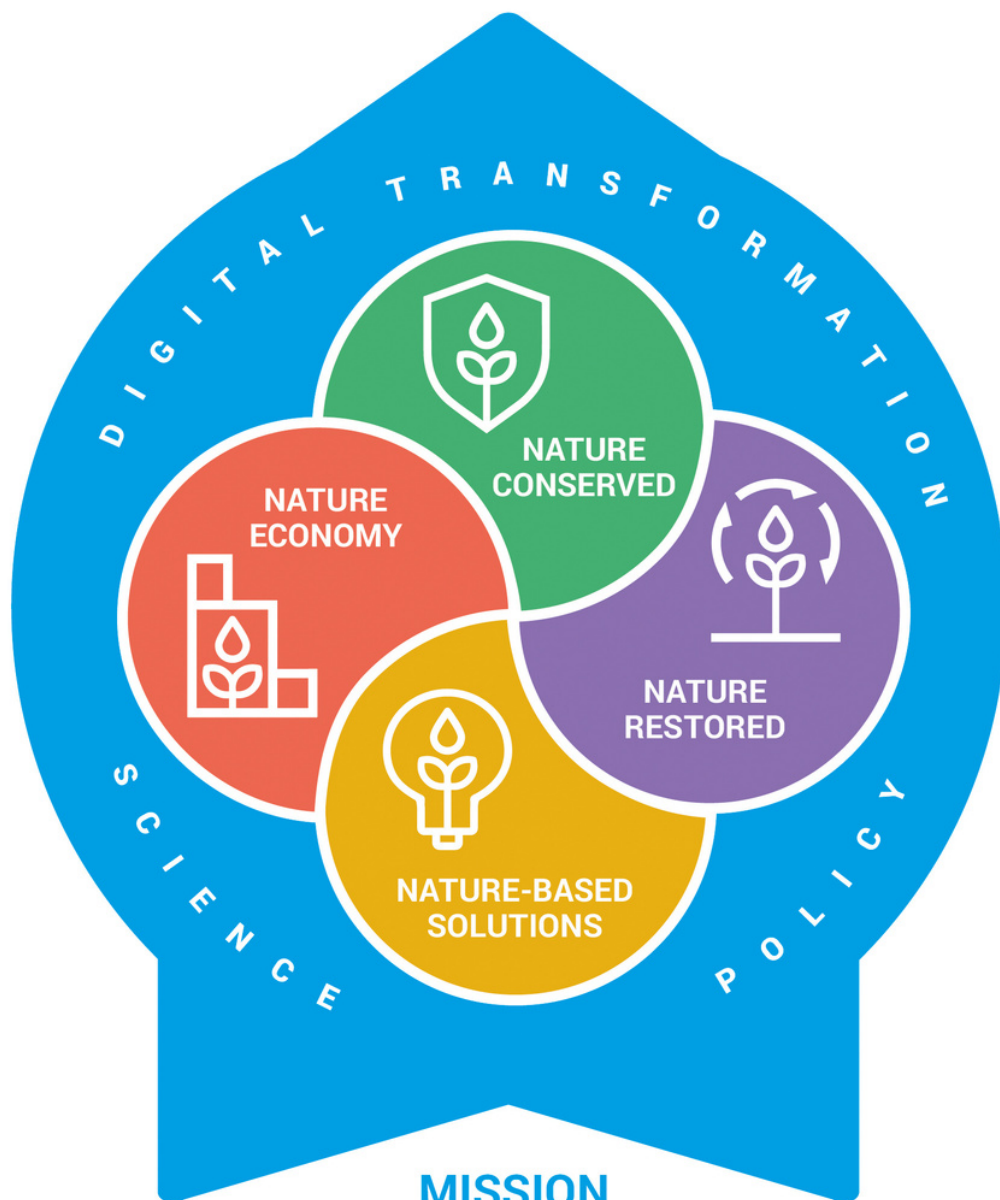


## Our strategy

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, Wednesday 30th March



# WCMC

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[www.unep-wcmc.org](http://www.unep-wcmc.org)