

A close-up, profile view of a leopard resting on a large, textured rock. The leopard's fur is a mix of tan and black spots, with long white whiskers extending from its muzzle. The background is a soft-focus green, suggesting a natural habitat with trees and foliage.

# WCMC

**UX/UI Designer - Digital Transformation**  
Application Pack

# Thank you for your interest in the role of UX/UI Designer within the Digital Transformation team at UNEP-WCMC

We are hiring for a new UX/UI Designer as we expand our team in response to the large demand for digital expertise within the conservation sector. We work across a variety of projects that provide solutions to the private sector, governmental bodies and other not-for profits including the United Nations.

As a UX/UI Designer, you will work within the Digital Transformation Team, designing intuitive interfaces and experiences across a wide range of web products helping to map, store and present complex information on the state of the global environment.

You will be working with us on our new projects as well as continuing to develop flagship sites such as Protected Planet and ENCORE. Support will also be required for a variety of smaller projects such as Nature Commitments and Proteus Partnership.

You will need commercial experience in web and digital design. Our projects are typically built either with JavaScript (Vue.js) on top of Ruby on Rails or for content-focused sites, using WordPress. We follow a user-led process, compiling extensive user research before embarking on the design of the user experience and then UI design and styling.

# ABOUT THE TEAM

The Digital Transformation is a close-knit team of passionate developers, data scientists, designers and product managers putting our skills towards a mission that is tackling one of the biggest problems of our time - the massive loss of biodiversity and habitat destruction that is pushing the planet to the brink of the 6th mass extinction. There is huge focus on climate change and conserving biodiversity especially as new global targets are to be set around "Ecological Civilization: Building a Shared Future for All Life on Earth".



# ABOUT THE ROLE

## Job Description

As a UX/UI Designer you will work within the Digital Transformation Team, designing intuitive interfaces and experiences across a wide range of web products which help map, store and present complex information on the state of the global environment.

User research will be at heart of all your design solutions, ensuring the easiest route is provided for users to achieve their primary goal.

## Key Areas of Responsibility

- Create effective digital data visualisations and infographics
- Produce strong UI designs with a focus on accessibility
- Produce responsive designs
- Work with the development team to run through concepts whilst factoring in project budget
- Confidently present design concepts and mock-ups to project stakeholders
- Provide design solutions based on user research and testing
- Provide quotes for design work on new projects and products
- Assist with user research and user testing
- Support and mentor junior members of the design team

## Other Duties

The responsibilities and tasks of this role cannot be fully defined and the successful post holder may be asked to undertake other reasonable activities commensurate with the level of the post.

## Person Specification

### Qualifications/Education

**Essential:**

Proven experience in a UX/UI design role producing high fidelity designs

**Desirable:**

Degree in user experience design or relevant subject

### Experience

**Essential:**

- A strong portfolio demonstrating your ability to produce sitemaps, wireframes and UI mock-ups
- A strong portfolio demonstrating digital data visualisations and infographics

**Desirable:**

- Can confidently conduct user research and present findings
- Strong branding skills
- Experience designing for products with maps and geospatial data
- Experience designing for products where users interact with complex datasets

- Reviewing and improving the usability, accessibility and aesthetics of digital products based on user research and best practices
- Experience working with clients and managing expectations
- Strong ability to maintain or adhere to core brand values
- Experience working within a team and liaising with front-end/back-end developers and project leads
- Preparing and presenting mock-ups and prototypes to internal teams and clients
- Help support more junior designers within the team
- Experience of line management

## Skills

- Proficient in Figma (or XD)
- Familiar with Adobe Illustrator and Photoshop
- Keen eye for detail
- Experience designing using component systems
- Excellent verbal and written communication skills
- The ability to confidently present design ideas to stakeholders
- Great time management skills and able to manage individual and design teams tasks
- Excellent organisation and multitasking skills, ensuring tasks are delivered on time and on budget
- Passionate in keeping up with latest trends and pushing design solutions

## Type of Person Required

We are looking for an enthusiastic UX/UI designer with industry experience to join our team to help expand and develop our digital products across the Centre. The perfect candidate will aim to solve problems and address opportunities. Given the nature of work throughout UNEP-WCMC a passion to understand the bigger picture and positive impact for our products is essential. The person must be driven and pro-active in developing one's skills, with a particular focus on user-led design. Whilst also having the skill set to help support junior members of the team.

The Centre strongly encourages professional development making this an ideal position for someone looking to push their UX/UI skills and grow as a designer. The successful candidate for this role will work within the Digital Transformation team, working alongside other UX/UI designers, User Researchers, Developers and Product Managers. Strong communication skills and the ability to take on as well as articulate constructive feedback is essential.

## Special Circumstances

The successful applicant must be based within commuting distance of the UNEP-WCMC offices in Cambridge, UK. The flexibility to work remotely is available. Candidates may be required to travel internationally to fulfil the requirements of this position.

# OUR OFFER

**Job Title:** UX/UI Designer

**Team:** Digital Transformation

**Reporting to:** Lead Designer

**Job Reference:** AD1349

**Start date:** TBC

**Salary:** GBP 30,000 to GBP 38,000 per annum D.O.E.

**Contract:** Permanent, Full-time

**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

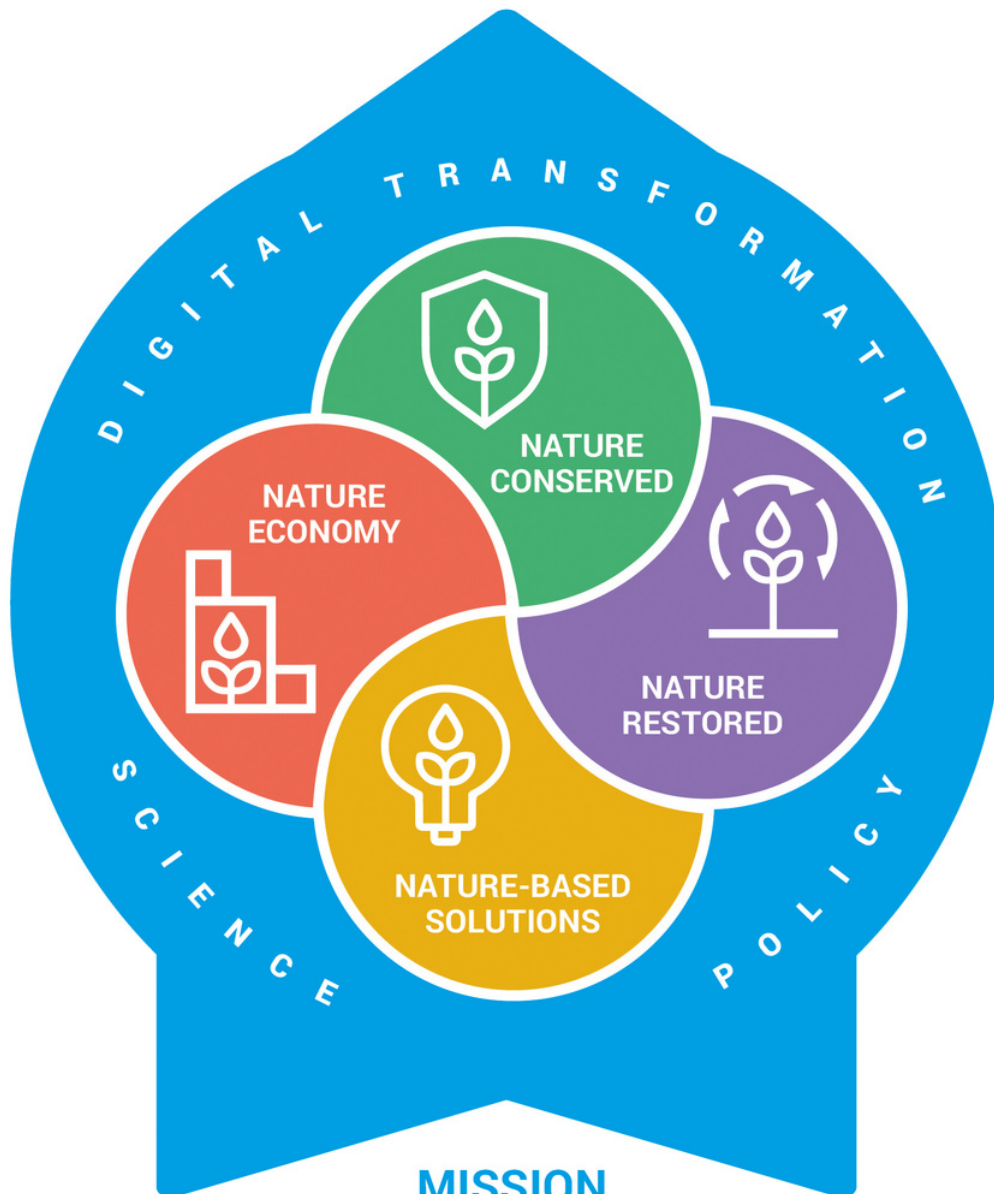


## Our strategy

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 challenging post where you can use your skills to make a positive impact, we want to hear from you.

Please complete our [application form](#) and send it together with your [2 page CV](#) and a [short covering letter](#) 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:** 14th August 2022



# WCMC

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