

WCMC



Programme Officer - Science
Application Pack

Thank you for your interest in the role of Programme Officer within the Science team at UNEP-WCMC

We are seeking a technical Programme Officer (PO) with interest and experience in conservation and quantitative analyses including spatial analyses.

The post holder will work within UNEP-WCMC's Science Innovation Area which aims to enhance the scientific quality of the Centre's work through research, training, and partnership development. The Science team works on global data, applying and developing a range of techniques for analysis including spatial mapping and ecosystems modelling, scenario development and risk assessment.

The main purpose of the job is to provide support on quantitative analyses including spatial analyses. The work may focus on marine, freshwater and/or terrestrial environments, and will include the use of GIS software and tools.

We will provide you with the challenge of working on high profile conservation projects, where your work really makes a difference to the field of conservation in an area aligned to our strategic aims and broader global initiatives. In addition to training and development opportunities, we offer a competitive salary and benefits package, including generous pension contributions.

ABOUT THE TEAM

The Science Innovation area drives the research focus of UNEP-WCMC, using primarily quantitative techniques to produce novel information on biodiversity and ecosystem services. We sit at the cutting edge of conservation science, and our work feeds into all areas of the Centre and its impact. Our team works with academics, other researchers, and practitioners across the world to design new ways of assessing interactions and relationships between biodiversity and pressures, biodiversity and ecosystem services, climate, health and other aspects of human wellbeing. We strive to understand current relationships, and use this knowledge to drive robust scenarios of future changes. We develop and utilise models such as PREDICTS, Madingley and WaterWorld. We produce novel indices such as the Biodiversity Intactness Index, the Ecosystem Integrity Index, and the Multi-dimensional Biodiversity Index. We find integrated solutions to complex goals such as restoring biodiversity, reducing pressures, and feeding the world, for instance, our work on Bending the Curve, RESTORE+, the China Biodiversity Outlook, Trade Hub and Global Infrastructure Modelling & Mapping. We have projects within Science but also work collaboratively with all the other Centre teams.



ABOUT THE ROLE

Job Description

- Lead on novel spatial analysis within projects, with a particular focus on development of natural habitat and/or threat layers, and risk analyses.
- Project manage a variety of projects, ensuring outputs are consistently delivered to a high quality.
- Provide expertise to development projects, in particular in relation to threat mapping, habitat and biodiversity screening data and analysis.

Key Areas of Responsibility

- Lead development of projects in the fields of spatial analyses relevant to habitat and threats mapping.
- Keep up to date with state of the art GIS tools and techniques.
- Ensure the management of projects (or project components) to time and budget, with efficient project administration and reporting procedures in place;
- Line management of junior staff and interns and management of other colleagues in the context of project management.
- Represent UNEP-WCMC effectively at external meetings and workshops, ensuring a high level of professionalism.

Other Duties

- Represent the Centre in relevant conferences and meetings, showcasing our work and building linkages for future projects.
- Support fundraising of projects utilizing spatial analyses.
- Ensure adherence to and application of all relevant staff policies and procedures established by UNEP-WCMC.

Person Specification

Qualifications/Education

Essential:

- Postgraduate degree in environmental conservation, GIS/spatial analysis, or other relevant course.

Desirable:

- Work experience in spatial analyses, biodiversity data analysis or other relevant areas.

Experience

Essential:

- Advanced spatial analysis skills, including use of Google Earth Engine (GEE)/Python/QGIS or similar.
- Production of high quality spatial layers
- Advanced data management skills.
- Project management, including managing projects to time and to budget.
- Experience of working with a variety of global spatial datasets relevant to conservation projects.
- Assistance in the production of funding proposals.
- Experience in the production of high quality written scientific outputs.

Desirable:

- Experience working in partnership with a variety of stakeholders, such as governments, intergovernmental organisations, NGOs, etc.
- Using advanced connectivity software for conservation planning projects.
- Experience managing and coaching staff.
- Experience with habitat suitability mapping.
- Experience in training others in GIS using a range of techniques including formal and informal channels and particularly in developing countries.

Skills

- Ability to produce novel spatial analyses using Google Earth Engine (GEE), Python, QGIS or similar.
- Ability to produce replicable code for spatial analyses and understanding of how to store and manage code and datasets.
- Excellent scientific writing skills.
- Strong critical, analytical and innovative thinking skills.
- Ability to work to tight deadlines, balance competing demands on time and to seek support or delegate, as appropriate.
- Strong communications skills (written and spoken) and willingness to represent UNEP-WCMC at international meetings and to make professional presentations to international audiences.

Type of Person Required

- Enthusiastic about training others and building capacity for GIS and spatial analysis within the organisation, as well as externally.
- A deep understanding of GIS concepts, datasets, their use in conservation science, and an enthusiasm to learn and develop novel GIS techniques.
- Proven ability to work in collaborative environments across programs and organisations.

OUR OFFER

Job Title: Programme Officer

Team: Science

Reporting to: Senior Programme Officer

Job Reference: AD1354

Start date: As soon as possible

Salary: £30,000 - £34,000 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. We are usually able to offer sponsorship to the preferred applicant.

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

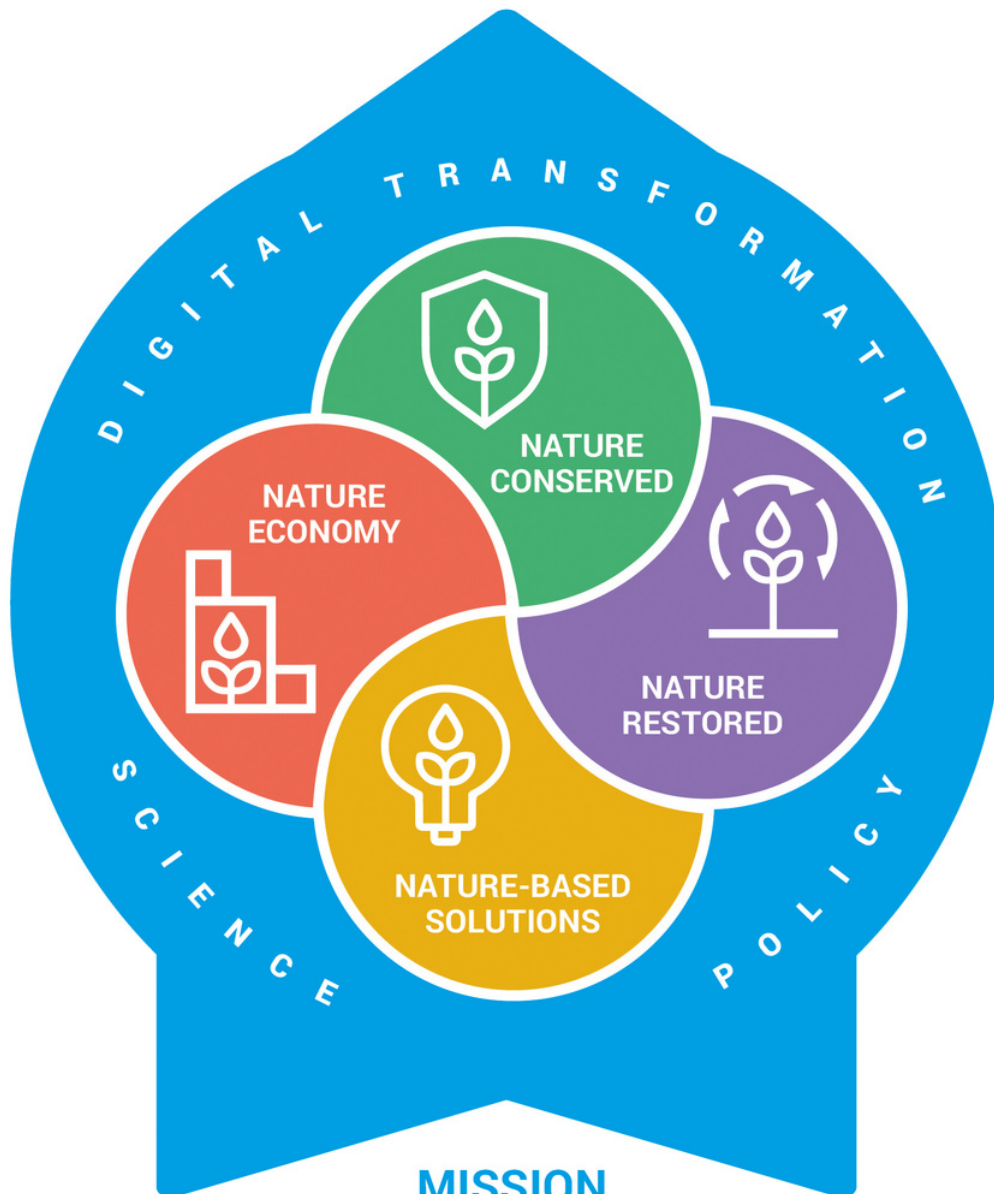


Our strategy

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 impress us with your analytical skills and innovative ideas, 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: 15th August 2022



WCMC

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