

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, and its long, white whiskers are prominent. The background is a soft-focus green, suggesting a natural habitat with trees and foliage.

# WCMC

**Senior Programme Officer - Nature-based  
Solutions**

Application Pack



# Thank you for your interest in the role of Senior Programme Officer within the Nature-based Solutions team at UNEP- WCMC

The successful applicant for this senior position will play a leading role in the work of the large and growing team focused on the Centre's Nature-based Solutions (NbS) Impact Area. This team (currently 22 people) is responsible for an ambitious portfolio of work on the role of nature in helping to address climate change and other societal challenges, which includes work on ecosystem-based adaptation to climate change (EbA), climate change mitigation and nature for health and well-being. You will be experienced and knowledgeable in at least one of these areas and have a history of successful project management and technical oversight of the work of others, as well as proposal development. This position will give you the opportunity to work with other senior staff in the team to oversee our technical work, lead on development and implementation of innovative projects and shape the future direction of our work in these areas.



# ABOUT THE ROLE

## Job Description

Our team works collaboratively to advance public and private sector use of nature-based solutions (NbS) to address sustainable development challenges, focusing particularly on climate change mitigation, ecosystem-based adaptation to climate change (EbA) and nature for health and well-being. We synthesise existing knowledge and experience to support wider understanding and appreciation of the multiple benefits that NbS can provide; recent examples include summarising evidence on the global potential of Nature-based solutions for climate change mitigation, a synthesis report on NbS for adaptation to support the Global Commission on Adaptation. Another key focus is developing and enhancing access to tools and knowledge to support NbS implementation. This has included developing a navigator to help practitioners and others access tools that can support EbA planning and implementation, and providing support on monitoring and evaluation for EbA. We also support development of legal, planning and policy frameworks that enable effective and scaled up implementation of NbS. This includes shaping new approaches and provided support to countries on safeguards and spatial planning for REDD+, supporting countries and others on integrated spatial planning for climate and nature, work on enhancing private sector uptake of NbS for infrastructure resilience, and new work on providing coordinated access to data from the multiple disciplines that are needed to support a One Health approach.

We work as one organisation. So, while our projects, partnerships and collaborations form the basis of the Nature-based Solutions team's focal initiatives, they are delivered across the whole Centre.

## Key Areas of Responsibility

- Lead and have technical input to the implementation of larger projects across the impact area and oversee management of smaller ones, coordinating the work of project teams that may span a range of disciplines and technical skills.
- Lead the development of new projects that support effective decision making on nature-based solutions and related policy on nature and climate, with particular emphasis on ecosystem-based adaptation, climate change mitigation and/or nature for health and well-being.
- Work alongside a diverse range of colleagues, including experts on REDD+ and adaptation, safeguards, economics and spatial analysis.
- Manage individual staff and their workflows (e.g. through helping to identify tasks that can be reallocated/delegated between individuals), as well as their professional development.
- Contribute to peer review on project implementation and outputs for the NbS team and related work across the Centre.
- Work closely with the head of NbS and coordination team in determining the strategic direction of the NbS impact area, and helping to maintain an effective and financially viable team working on impactful, policy-relevant projects.
- Represent UNEP-WCMC to external audiences and partners, including at relevant international Convention meetings, conferences and workshops.

## Other Duties

- Extend own knowledge of scientific and policy issues relevant to the work of the Programme.
- Participate in WCMC planning and management processes.
- Undertake any other duties as may be required from time to time commensurate with the level of the post.

## Person Specification

### Qualifications/Education

#### Essential:

- Masters degree in biological sciences, geography, ecology, environmental sciences, economics, social sciences or similar.

#### Desirable:

- PhD in biological sciences, geography, ecology, environmental sciences, economics, social sciences or similar.

### Experience

#### Essential:

- Experience of working at the science/policy interface in fields relevant to Nature-based Solutions (NbS).
- Knowledge and experience of issues and practice in ecosystem-based adaptation, climate mitigation, or approaches for addressing health and well-being.
- Good understanding of the conceptual basis for NbS to address the above 3 purposes, how they relate to each other and to issues in biodiversity conservation.
- Experience of leading and managing the implementation of projects.
- Experience of developing policy-relevant project ideas and costed proposals.
- Experience of managing staff.

#### Desirable:

- Experience of developing good working relations with key decision makers at national and international level.
- Experience of leading the development of useful science-based information and materials for decision-makers.
- Experience of data analysis (spatial and statistical) to support decision making.
- Experience of working with key decision makers and technical staff supporting policy and decision making on issues that NbS can help to address.

### Skills

- Strong skills in project management and team leadership.
- Strong communication skills (written and spoken) and willingness to make presentations to international audiences.
- Ability to build and maintain strong professional relationships, and to deal effectively with challenging situations.
- Good at participating in and managing team work and collaboration both within and outside the organisation.
- Able to prioritise and balance competing demands on time and to delegate as appropriate.



- Good research skills.
- IT skills – ability to use word-processing, email, and spreadsheet software; sufficient understanding of the role and use of GIS and databases to manage the work of others.
- Fluency in written and spoken English, with fluency in another UN language highly desirable.

### **Type of Person Required**

Intelligent, well organized team player, able to work under pressure and on multiple projects and to establish and maintain excellent relationships with partners. Good communication and negotiation skills.

### **Other Relevant Information**

The successful applicant will be based at the UNEP-WCMC offices in Cambridge, UK, but will be required to travel from time to time to engage with partners and funders in other countries and regions.



# OUR OFFER

**Job Title:** Senior Programme Officer

**Team:** Nature-based Solutions

**Reporting to:** Head of Nature-based Solutions

**Job Reference:** AD1355

**Start date:** As soon as possible

**Salary:** GBP 38,000 to GBP 45,000 pa depending on skills and experience

**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: Presentation skills; Writing for your reader; Project management; Time management.
- 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



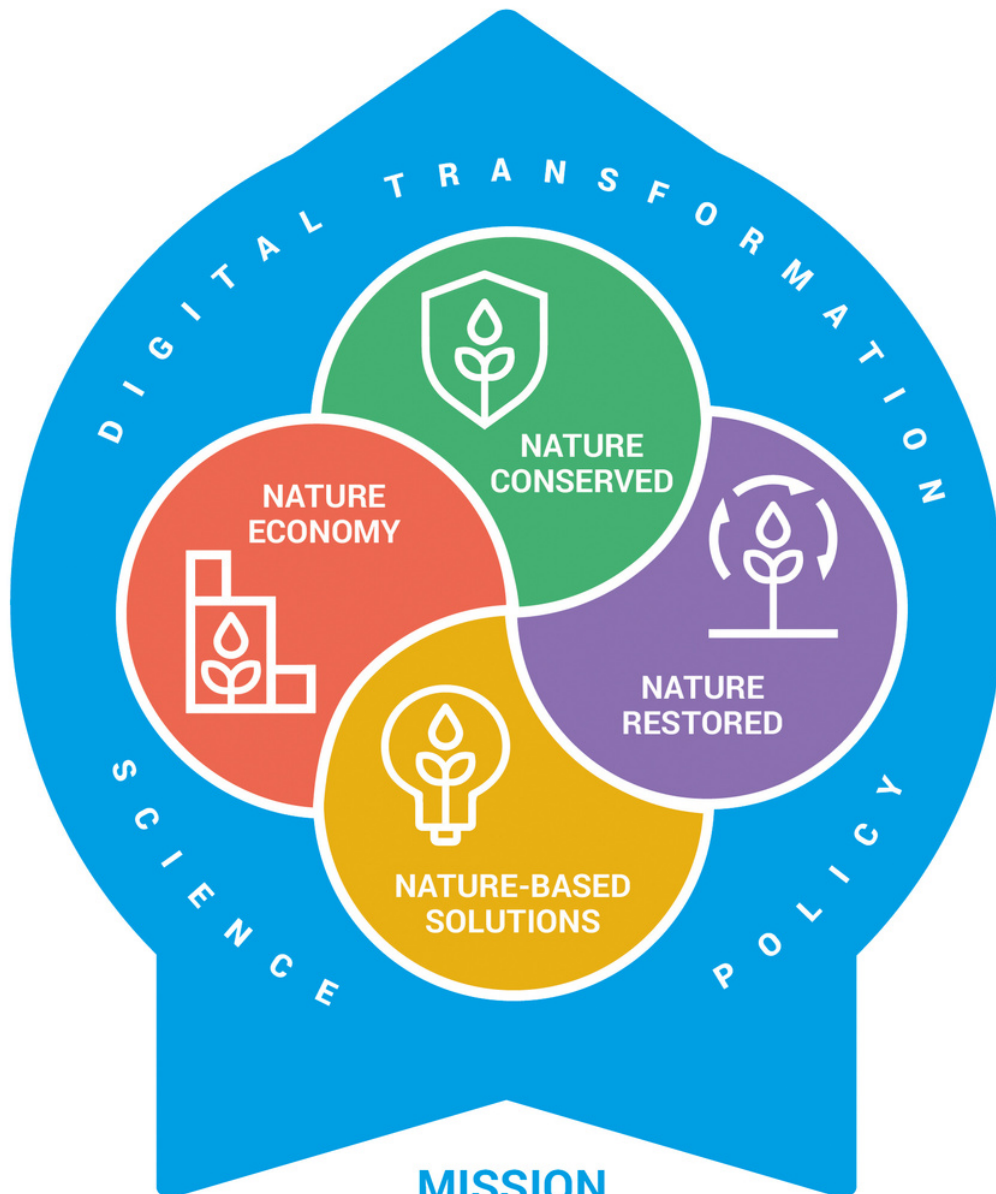


## Our strategy

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, we want to hear from you.

Please complete our [application form](#) and send it together with your [2 page CV](#) and [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:** 25th August 2022

**Note:** The interview process will require a presentation, details will be communicated to the shortlisted applicants.





# WCMC

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