

**WCMC**

A giraffe with a brown and white spotted pattern stands in a dry, golden-brown savanna. It is reaching up with its long neck to eat from the leaves of a large, spreading acacia tree. The background shows a clear blue sky and distant, hazy mountains.

**AD1403 Programme Officer (Modelling Scientist)**  
**- Science Innovation Team**  
**Application Pack**





## ABOUT WCMC

WCMC is a UK-based registered charity that operates in seamless collaboration with the UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC).

UNEP-WCMC is a specialist Centre on biodiversity, and nature's contributions to society and the economy. The Centre is confronting the global crisis facing nature through its unique position in ensuring science, knowledge and insights shape global and national policy, and by working with partners around the world to build capacity and create innovative solutions to environmental challenges. The Centre uses its position as a respected custodian of powerful and trusted environmental data to create positive impact for people and nature.

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

Jonny Hughes, WCMC CEO





# Thank you for your interest in the role of Programme Officer - Science

We are seeking a modelling scientist with a higher degree (or equivalent) in a biological, physical, mathematical, or computational discipline and experience in the production, or application of, biodiversity related quantitative analyses and modelling approaches.

The scientist 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 role will focus on providing technical expertise on a variety of quantitative analyses including projects within marine, freshwater and terrestrial realms and may include the temporal or spatial analysis of biodiversity/ecosystem services data from empirical or model sources. Research will span the two focal initiatives within Science (Nature Trends and Futures Modelling) and will also be relevant to a range of other Focal Initiatives in the Centre.

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 act with integrity, are transparent and expect applicants to share the same values.

The role will lead the delivery of projects including work for example on the PREDICTS project, BIOCLIMA, the Trade Hub and the Madingley model. Tasks may include assessing nature's trends for instance by exploring novel techniques for modelling or assessing interactions between biodiversity and drivers, or by using new data or new ways of aggregating data to produce maps of biodiversity or ecosystem services, or using such knowledge together with scenarios to examine possible future trends. The role is expected to work closely with the policy team and knowledge of current global biodiversity or ecosystem service indicators will be an advantage. It is expected that the scientist will lead the write-up of scientific papers and participate in scientific engagement and development.

As well as the skills outlined above, the scientist should have experience of code development and source code management, the ability to develop and apply novel tools and approaches within quantitative analyses, and experience with any of the following: mixed effects models, random forest models, Bayesian statistics, ecosystem service models, integrated assessment models, SSPs/RCPs, process based models/ecosystem models, land use models, climate models and hydrological models.



# ABOUT THE TEAM

The **Science Innovation Area** at UNEP-WCMC addresses critical biodiversity and ecosystem service questions and knowledge gaps through ground-breaking, applied research. Working with our wide, global network of partners, our work is at the forefront of international scientific endeavours.

From modelling and analysing biodiversity futures, to developing and assessing indicators of change, we focus on harnessing the best-available knowledge and cutting-edge technology to provide the scientific insights needed to drive positive change.

Through our applied research, we help conserve and restore nature, increase the effectiveness of nature-based solutions to multiple global challenges, and inform nature-positive outcomes for the global economy.

Our scientific work assesses conservation needs and outcomes and helps to create a sustainable future through policy impact and enabling transformative change across all sectors of society.





# ABOUT THE ROLE

## Job Description

### Main Purpose of the job

This post is intended to form part of the core Science Programme at UNEP-WCMC. The main purpose of the job is to provide biodiversity related modelling and analysis skills and expertise to support a range of projects.

These projects may focus on marine, freshwater and/or terrestrial environments, and may include the temporal or spatial analysis of biodiversity/ecosystem services data from empirical or model sources. Analysis will include historical assessments as well as alternate futures projected under a range of pathways and scenarios.

The role is likely to work closely with the Policy Innovation Area to help to assess where models or scenarios could help to fill gaps in current biodiversity or ecosystem service indicator knowledge.

### Key Areas of Responsibility

The team member will conduct quantitative analyses that will assist the delivery of projects within the Science team and across the work of UNEP-WCMC, in particular:

- Providing technical support to a variety of projects, for example the PREDICTS project, BIOCLIMA, the Trade Hub and the Madingley project.
- Working across programmes in the Centre to provide input to the monitoring framework of the Global Biodiversity Framework.
- Support to the production of novel funding proposals and analyses relevant to the work of the Centre.

### Other Duties

- Assist in the development and implementation of other biodiversity and conservation analysis projects on global, regional and national scales. Projects will likely involve analyses of the impacts of current and future land and sea use changes and how these will affect biodiversity and ecosystem service delivery into the future.
- Extend knowledge of scientific and policy issues relevant to the work of the Programme and peer review work across the Centre.
- Work with project teams to write up results of analyses as technical reports and scientific papers as required.
- Project management and the development and management of collaborator and client relationships.
- Attendance of relevant conferences, workshops and other specialist meetings both in the UK and internationally on behalf of UNEP-WCMC.
- Undertake other duties as required from time to time commensurate with the level of the post, including the supervision of junior staff, consultants, or interns.



# Person Specification

## Qualifications/Education

### Essential:

- Masters and/or PhD in a biological, physical, mathematical, or computational discipline and experience that includes the production of quantitative models.

### Desirable:

- Post-doctoral experience or PhD degree in ecological or integrated assessment models.

## Experience

### Essential:

- Experience in developing, applying and understanding quantitative analysis and modelling approaches, ideally biodiversity related.
- Experience of code development and experience of source code management.
- Ability to develop and apply novel tools and approaches to address specific questions.
- Experience with any/some of the following:
  - mixed effects analyses
  - random forest models
  - Bayesian statistics
  - ecosystem service models
  - integrated assessment models
  - SSPs/RCPs
  - process based models/ecosystem models
  - land use models
  - climate models
  - hydrological models
- Experience in writing scientific papers.

### Desirable:

- Experience with spatial analysis.
- Knowledge of global or European biodiversity or ecosystem service indicators.
- Knowledge of the Global Biodiversity Framework and/or knowledge of European biodiversity-related policy.
- Knowledge and experience in the use of global/regional variables describing drivers of biodiversity loss (e.g. land use or climate change).
- Knowledge of ecological theory.
- Line management, training and/or mentoring experience.
- Preparation of scientific funding proposals.

## Skills

- Proven analytical skills including the ability to produce novel analyses using Python, R, or C++.
- Project management experience.
- Team player with proven ability to work collaboratively and internationally.
- Ability to write clearly and succinctly and provide thorough documentation and guidance for analyses and tools.
- Understanding of relevant data sets.
- Excellent interpersonal communication and presentation skills.
- Fluency in written and spoken English is essential.
- Fluency in further languages highly desirable, including core UN languages.



## Type of Person Required

- Adaptable, able to work collaboratively with others, inside and outside the organisation.
- Able to prioritise and balance multiple projects and competing demands on time.
- Willing to be innovative.
- Team player happy to work in open office situation and virtually with colleagues from many disciplines.

The post holder will be expected to interact in a professional manner with clients and partners.  
*This is **not** a United Nations Post.*



# OUR OFFER

**Job Title:** Programme Officer (Modelling Scientist)

**Team:** Science

**Reporting to:** Senior Programme Officer

**Job Reference:** AD1403

**Start date:** ASAP

**Salary:** GBP 30,000 to GBP 38,000 per annum, depending on skills and experience

**Contract:** Permanent, full-time

**Location:** The post holder will be expected to reside in the UK. We have a flexible hybrid working policy in place, for further details, please email [recruitment@unep-wcmc.org](mailto:recruitment@unep-wcmc.org). We are usually able to offer visa sponsorship to the preferred applicant.

*This is not a United Nations Post. This position is with the charity WCMC, working in collaboration with UNEP.*

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 of service (8% after three months).
- Annual cost of living increase and regular salary reviews.
- Good opportunities for progression and promotion around a fifth of staff gaining promotion annually.
- Flexible hybrid working policy which allows multiple combinations of home, office and remote working, including working from anywhere in the world for up to six weeks. The WCMC Flexible Working Policy is a pilot scheme, whereby employees are required to attend the Centre (office) in person for a minimum of 2 days a month. All employees MUST reside in the UK and live within a suitable distance of Cambridge to attend the office in line with the Flexible Hybrid Working Policy.
- Life assurance against death in service (4X annual salary).
- Company sick pay which increases with term of service.
- Generous annual holiday allowance of 25 days (FTE), increasing by one additional day each full calendar year worked up to 30 days.
- Scheme to buy or sell annual leave where staff can choose to 'buy' annual leave days or 'sell' unused leave.
- Generous maternity leave, shared parental leave and adoption leave policies that cover 18 weeks at 90% pay after a qualifying service period. Also four weeks paid paternity leave and one week paid grandparents leave.
- Unpaid sabbatical scheme which applies after at least 12 months continuous service with WCMC.
- Free parking at the Huntingdon Road office.
- Eye test costs covered and a contribution of £50 towards prescription glasses if your optician agrees that you need them for VDU use.
- Excellent training and development opportunities, designed for every career stage, with five days minimum training annually for every employee. This can be used flexibly for training courses, attending conferences, webinars or workshops, coaching and mentoring, shadowing or practicing skills or reading.
- Cycle to work Scheme which helps spread the cost of purchasing a new bike.
- Fantastic shared social space and kitchen facilities with free tea and fresh coffee.
- Employee assistance programme and bereavement line to offer help and advice to staff and their families on matters related to wellbeing, finances, relationships, family and more. This includes a number of free counselling sessions if they are needed.
- Brilliant social committee which organises regular fun events and social gatherings.
- Caring Staff Liaison Committee that listens and makes recommendations on continuously improving the working experience for staff.
- Focus on environmental sustainability kept in check by our Environment Committee.
- Free annual flu vaccine.
- Interest free study loans (subject to conditions).
- A diverse and inclusive workplace with over 40 nationalities represented on the staff.

## 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.

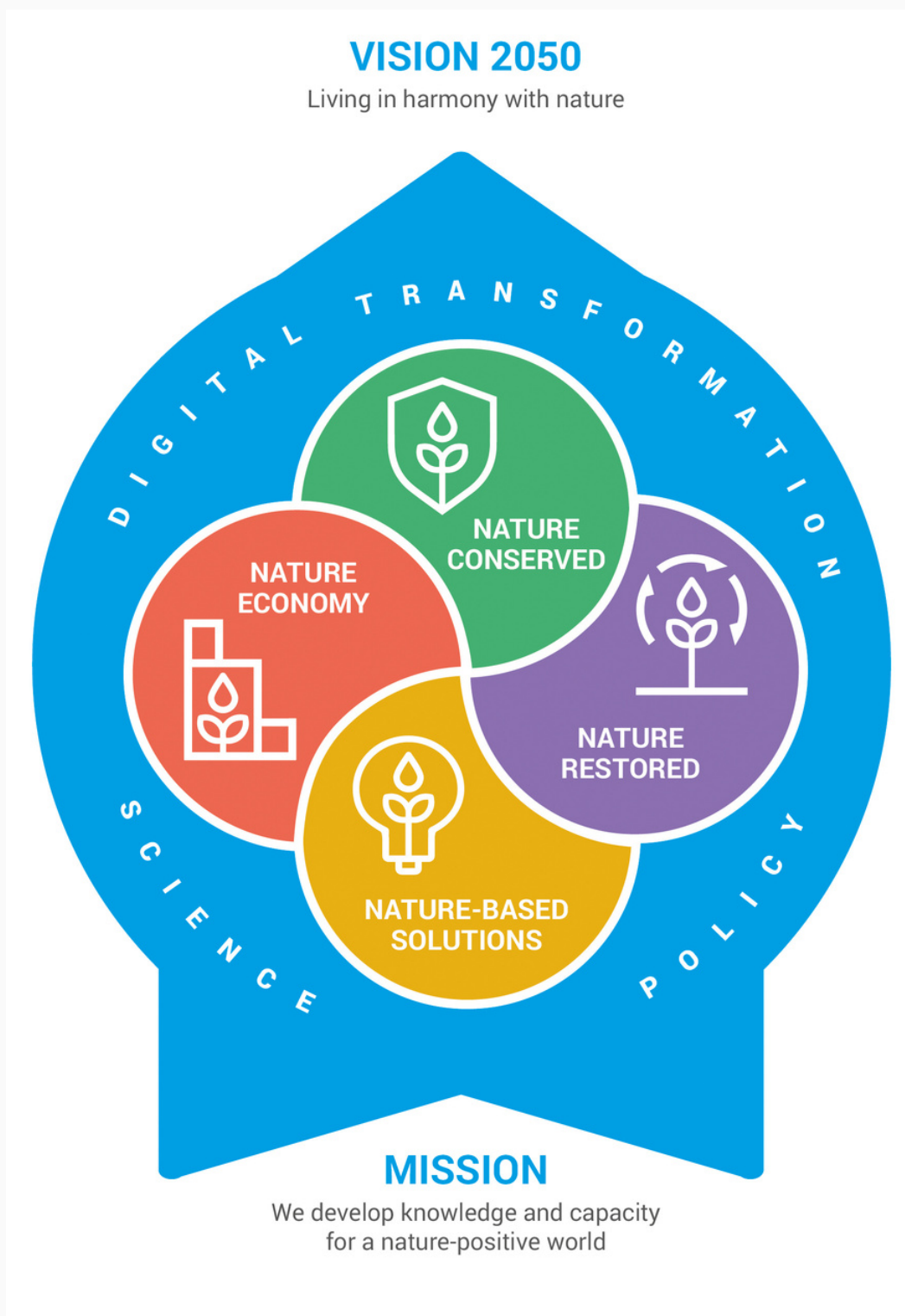
We have a comprehensive induction programme that spans the first 6 months including what's critical in the first week, first month, and then monthly afterwards.

- We encourage everyone to use 5 days for their own personal development each year;
- Standard training courses which include: management development; coaching culture; resilience; negotiation; pitching and closing a deal, for example.
- We also design our training and performance 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.



## UNEP-WCMC Strategy

UNEP-WCMC delivers its strategy through four independent impact areas which are complemented by three cross cutting innovation areas.





## The people

We have around 200 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

The WCMC 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 have lots of outdoor space including a wildlife pond, which is a popular area for outdoor meetings and relaxation. We also have tea every Wednesday afternoon, with locally homemade cakes and catch up with everyone and everything that is going on at WCMC.

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

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).

WCMC has 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, 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: Monday 27th March 2023.**





# WCMC

LEARN MORE ABOUT OUR WORK IN COLLABORATION WITH UNEP:



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UNEP-WCMC

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