



WCMC

**Deputy Head of Nature Restored
Application Pack**

Thank you for your interest in the role of Deputy Head of Nature Restored at UNEP-WCMC

This senior position will play a central role managing the team and working with diverse global partners to support positive ecosystem restoration outcomes.

As an experienced and knowledgeable individual with a history of team and portfolio management, we will provide you with the opportunity to help set the strategic direction of our ecosystem restoration work. You will come armed with existing international networks in the field of ecosystem restoration and have a proven track record of building and guiding project pipeline development and delivery to achieve strategic goals.

ABOUT THE TEAM

Our Nature Restored Team is working to support the restoration of degraded lands, inland waters and the ocean for the benefit of people and nature. To enable this transition, we provide strategic leadership, technical expertise and evidence-based support to inspire, empower and enable those striving to make a difference – those in society, business, science and governments. Working with world-leading organisations, initiatives and frameworks we prioritise, implement and monitor restoration to achieve multiple benefits and multiple goals, targets and commitments.

Nature Restored is a dynamic team of 20 people building an impactful role in restoration science, policy and implementation. We have diverse backgrounds, expertise and skills that we use to inspire and inform positive changes for people and nature across the world. We strengthen our impact through partnerships to shape policy and planning frameworks, provide accessible knowledge, and support monitoring of restoration efforts.

We play a central role in the UN Decade on Ecosystem Restoration, including in its launch, development of the monitoring framework and identification of flagship initiatives. Our portfolio of work recognises the underlying drivers of the current biodiversity crisis and we work across realms and sectors. To achieve this, we have three main areas of focus - ocean recovery, restoration for sustainable development and sustainable agricultural landscapes.



ABOUT THE ROLE

Job Description

The main purpose of the job is to work closely with the Head of Nature Restored, managing a team responsible for a varied range of work on Restoration for Sustainable Development, Ocean Recovery and Sustainable Agricultural Landscapes. The post holder will help to set the strategic direction of the Centre's ecosystem restoration work. This will require contributing their extensive understanding of the external ecosystem restoration context of key institutional and donor roles, of relevant policies and processes, and of scientific and technical knowledge.

The post holder will monitor project delivery and manage staff resource information to support achievement of Centre targets. They will build and maintain strategic partnerships in support of the Centre's strategy. This is a leadership role in the Nature Restored team, and the post holder will deputise for the Head at internal and external meetings and events. The post holder is also likely to assume Centre-wide responsibilities, for example participating in Impact groups. The post holder will maintain and extend their specialist expertise and contribute to appropriate projects as time allows.

Reporting to the Head, the Deputy will maintain close and effective links with colleagues across the Centre to secure efficient information sharing and "One Centre" delivery. They will liaise as required with the Senior Management Team and will participate in appropriate planning and development processes.

Key Areas of Responsibility

The post holder will need to be flexible and adaptable to variable demands. Key duties and responsibilities will include:

- Work with the Head and Focal Initiative Coordinators to develop the strategic thinking that enables the Centre to expand its niche and impact in ecosystem restoration.
- Continuously strengthen internal relations to achieve "One-Organisation" collaborations.
- Support and expand an effective network of external restoration relationships with delivery partners and donors to extend UNEP-WCMC's leveraged impact.
- Work with the Head and Focal Initiative Coordinators to develop and deliver portfolios of projects that contribute to the UNEP-WCMC Strategy impacts and outcomes.
- Monitor and support delivery of management information so that projects and project opportunities are adequately resourced, planned and delivered.
- Work with the Head to ensure the Nature Restored Team is a happy, thriving and productive team with staff welfare at the core.
- Work with the Head to ensure there is adequate capacity and skills in the Team or dispersed across the Centre to deliver projects and achieve impact.
- Deputise for the Head to represent Nature Restored at internal strategic and planning meetings, such as Leadership stand-up and project boards.
- Deputise for the Head to represent Nature Restored and the Centre at external meetings and with visiting partners.
- Ensure implementation of the Centre's policies and procedures within the team.
- Line manage members of the Nature Restored team and mentor staff as appropriate.

Other Duties

They would undertake any other duties as may be required from time to time commensurate with the level of the post and adhere to such targets as may be communicated by their line manager. It is an expectation that the Deputy is a senior leadership role within the Programme and within the Centre, therefore Centre-wide responsibilities may be required. They may be required to present the Centre's work externally and undertake international travel on behalf of the Centre.

Person Specification

Qualifications/Education

Essential:

- Degree or Masters level qualification in a relevant discipline.

Experience

Essential:

- Developing and delivering strategies, defining and clearly communicating the pathway to achieve objectives.
- Developing diverse alliances and partnerships (demonstrated by an extensive network of contacts in international restoration communities) and working with agencies and organisations operating internationally.
- Working with ecosystem restoration practitioners, policy makers and/or academics at a high level.
- Recruiting, developing and managing a team of professionals in an organisational setting.
- Proven success in planning, managing and implementing portfolios of projects and strategies using a team approach.
- Demonstrated fundraising, including leading the successful development of large project proposals.

Desirable:

- Applying knowledge to support policy development and implementation.
- Specialist knowledge in relevant technical areas, such as ecosystem restoration, landscape and ocean ecology, sustainable agriculture, environmental assessment and indicators.
- Experience working in a language other than English and with partners from diverse cultural backgrounds.

Skills

- Strategic thought, vision and planning.
- Develop and maintain effective collaborative relationships.
- Excellent planning of people, budgets and resources to deliver outputs and outcomes.
- Critical thinking and constructive scrutiny of concepts and ideas.
- Excellent interpersonal and communication abilities.

- Leadership and motivation of a team to achieve desired outputs.
- Excellent project and portfolio management skills.
- Fluency in written and spoken English, with fluency in another UN language highly desirable.

Type of Person Required

This successful candidate will be an experienced leader and role model, able to inspire the confidence of staff, and work closely with the Head of Nature Restored and the organisation's wider Leadership Team. They will have an exceptional track record of project development and delivery, with experience of managing a high performing team of experts. They will be a problem-solver, able to address challenges as they arise and find creative solutions to them.

Special Circumstances

The successful applicant will be based at the UNEP-WCMC offices in Cambridge, UK, but may be required to travel internationally to fulfil the requirements of this position.

OUR OFFER

Job Title: Deputy Head of Nature Restored

Team: Nature Restored

Reporting to: Head of Nature Restored

Job Reference: AD1307

Start date: TBC

Salary: Circa £42,000

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

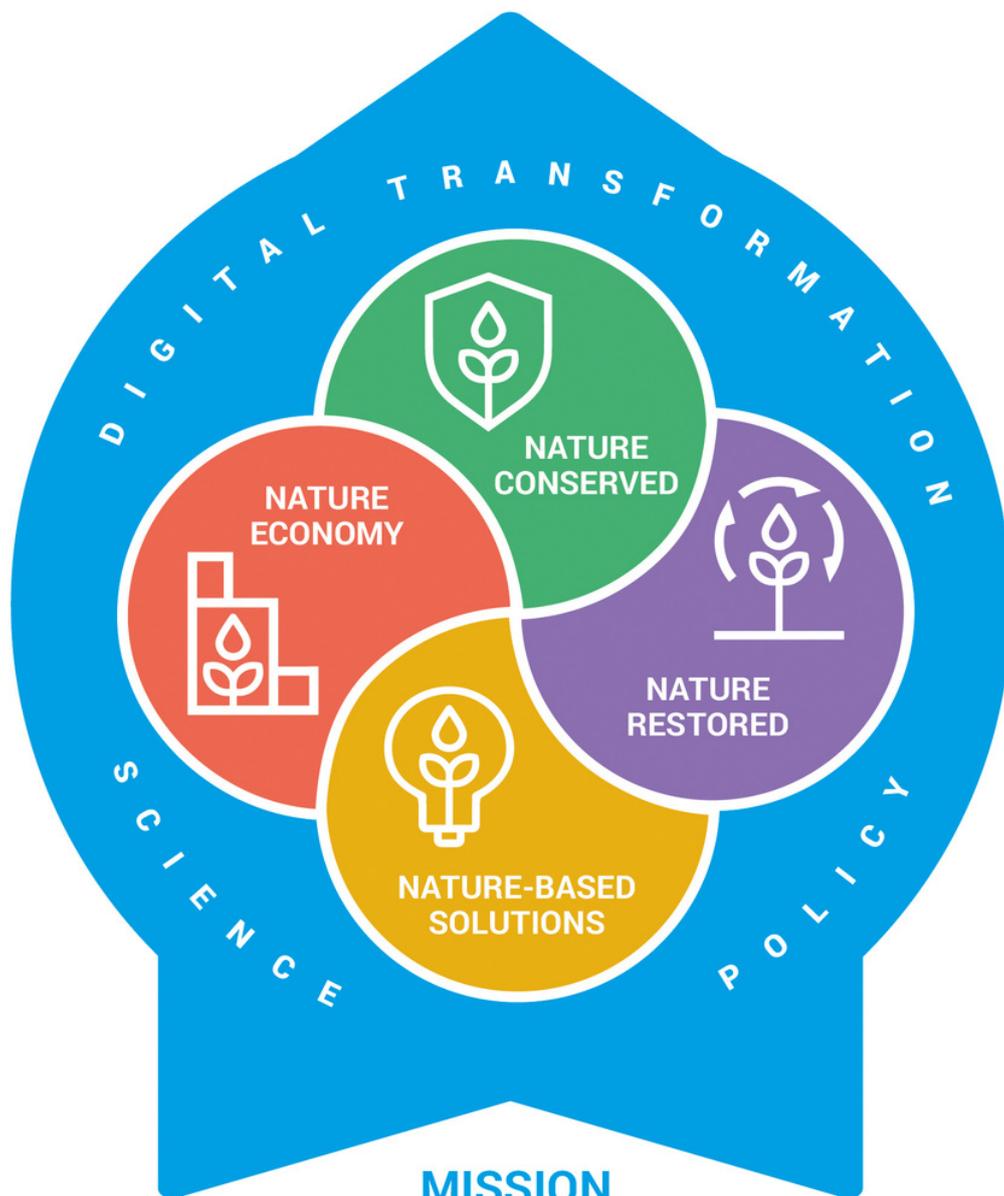


Our strategy

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 motivating post, 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: 20th March 2022. We reserve the right to close the vacancy prior to the closing date upon appointment of a suitable candidate.



WCMC

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