

WCMC

Associate Programme Officer - Ecosystem Services
Application Pack



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

We are seeking an Associate Programme Officer (APO) with interest and experience in ecosystem services and ecosystem services assessment, particularly map-based analyses to help inform decisions.

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 support ecosystem service analysis and modelling across the Centre within a range of projects. The post-holder will provide and gain technical expertise and other relevant analysis and research skills. The work may focus on marine, freshwater and/or terrestrial environments, and include temporal or spatial analysis using data from empirical or model sources. Supporting work may include historical assessments as well as futures projected under a range of pathways and scenarios.

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

This post is intended to form part of the core Science Innovation Area at UNEP-WCMC. The main purpose of the job is to support ecosystem service modelling and analysis across the Centre within a range of projects. These projects may focus on marine, freshwater and/or terrestrial environments, and may include temporal or spatial analysis using data from empirical or model sources. Supporting work may include historical assessments as well as alternate futures projected under a range of pathways and scenarios.

Key Areas of Responsibility

The post holder will assist with quantitative analyses and a variety of other tasks that will support the delivery of projects across the work of UNEP-WCMC, in particular:

- Providing technical assistance to a variety of projects involving the mapping and modelling of ecosystem services. Inputs will include background research (e.g., literature reviews), database development, technical (spatial) analysis, report writing and dissemination of results.
- Supporting the development of novel funding proposals and analyses relevant to the work of the Centre.

Other Duties

- Assist in the implementation of other biodiversity and conservation analysis projects. Project work will be wide-ranging but will likely include assisting in analyses of the impacts of current and future land use changes and how these will affect ecosystem service delivery into the future.
- Undertake background research on scientific and policy issues relevant to the work of the Centre, including literature reviews.
- Provide input, review and expertise to a wide range of projects across the Centre.
- Work with project teams to write up results of analyses as technical reports and scientific papers as required.
- When necessary, attend virtually and/or in person relevant conferences, workshops and other specialist meetings in the UK and internationally on behalf of UNEP-WCMC.
- Undertake other duties as may be 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:

A degree in an environmental, biological or sustainability discipline and experience that includes the application of quantitative models and geospatial analysis.

Desirable:

A higher degree in environmental sciences, biodiversity conservation, ecological or ecosystem services modelling and/or experience in ecosystem services (ES) modelling.

Experience

Essential:

- Experience in applying quantitative analysis, spatial analysis and modelling approaches.
- Experience with spatial analysis (GIS).
- Knowledge of ecosystem services and methods to assess them.
- Experience of writing analysis scripts.
- Experience applying any of the following:
 - Ecosystem service models
 - Geospatial analysis
 - Climate models
 - Hydrological models
 - Remote sensing.

Desirable:

- Knowledge and experience in the use of global/regional variables describing drivers of ecosystem service loss (e.g., land use or climate change).
- Knowledge of biodiversity/ES policy mechanisms (e.g., IPBES) and use of information in decision-making.
- Experience with writing scientific papers.
- Involvement in the writing of scientific proposals.
- Involvement in the preparation of scientific funding proposals.

Skills

- Analytical skills including the ability to use Python or R.
- Spatial analysis skills, including the ability to use QGIS, ArcPro, R, Python or Google Earth Engine.
- 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.
- Ability to adapt analysis and approaches to project context, data limitations or end-user needs.
- Awareness of relevant data sets and tools.
- 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 with colleagues from many disciplines.
- The post holder will be expected to interact in a professional manner with clients and partners.

OUR OFFER

Job Title: Associate Programme Officer - Ecosystem Services

Team: Science

Reporting to: Programme Officer

Job Reference: AD1304

Start date: TBC

Salary: £22,000 - £27,000 dependent on 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: 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

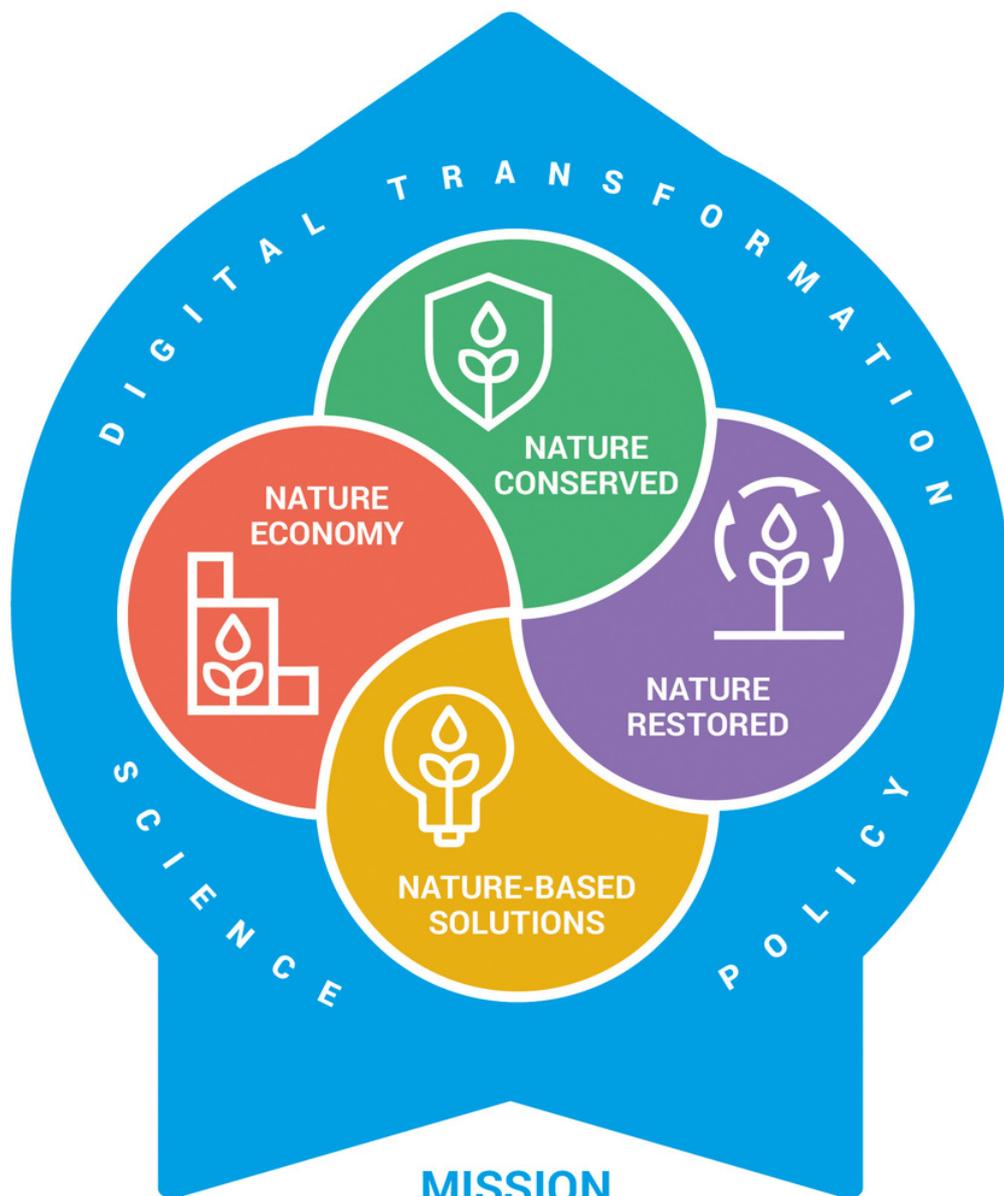


Our strategy

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 put your technical expertise and excellent writing skills to good use while contributing to global efforts to safeguard nature, 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: 26th April 2022



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