



WCMC

**Deputy Head of Nature-based Solutions
Application Pack**

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

We are seeking a Deputy Head of our Nature-based Solutions Team.

This senior position will play a central role in managing the team and its ambitious portfolio of work on Nature-based Solutions (NbS), 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, portfolio and team management, as well as proposal development. The position will provide you with the opportunity to influence the strategic direction of our work on NbS and to oversee development and implementation of innovative work to support scaled up deployment of NbS to meet societal challenges.

ABOUT THE TEAM

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.



ABOUT THE ROLE

Job Description

The main purpose of the job is to work closely with the Head of Nature-based Solutions (NbS) managing a large and growing team responsible for a varied range of work on the role of nature in helping to address climate change and other societal challenges, especially Ecosystem-based Adaptation, Mitigation and Nature for Health and Well-being. The post holder will help to set the strategic direction of the Centre's NbS work and will play a key role in coordinating development of new work, drawing on their own and the team's in-depth technical knowledge and experience of NbS, as well as of the relevant policy, institutional and funding landscapes.

This is a leadership role in the Nature-based Solutions team. The post holder will monitor project delivery and manage staff resource information to support achievement of Centre targets and will build and maintain strategic partnerships in support of the Centre's strategy. The post-holder will represent the Centre internal and external meetings and events and on occasion will deputise for the Head at such events. The Deputy will also likely assume Centre-wide responsibilities, participating in developing new both strategy and processes. The post holder will maintain and extend their specialist expertise and contribute to proposal development and appropriate projects as time allows.

Reporting to the Head, the Deputy will maintain close and effective links with colleagues across the Centre for efficient and effective information sharing and to ensure "One Organisation" working and 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 relation to NbS.
- Continuously strengthen internal relations to achieve "One-Organisation" collaborations.
- Support and expand an effective network of external relationships with delivery partners and donors to extend UNEP-WCMC's leveraged impact on scaling up and effective use of NbS.
- 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, through adequate resourcing and effective planning and delivery. This may entail leading on one more particularly important projects.
- Provide oversight of technical work in the field of Nature-based Solutions, including design and quality assurance.
- Work with the Head to ensure the NbS 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 across the Centre to deliver projects and achieve impact.

- Deputise for the Head to represent Nature-based Solutions at internal strategic and planning meetings, such as Leadership team meetings and project boards.
- Represent Nature-based Solutions and the Centre at external meetings and with visiting partners, deputising for the Head as needed.
- Ensure implementation of the Centre's policies and procedures within the team.
- Line manage members of the Nature-based Solutions team and mentor staff as appropriate.

Other Duties

The Deputy 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. The Deputy Head is a senior leadership role within the Programme and within the Centre, therefore Centre-wide responsibilities may be required. They may be required to undertake international travel on behalf of the Centre. The opportunity may arise to take on the lead of a focal initiative.

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:

- Working at the science/policy interface in fields relevant to Nature-based Solutions.
- Developing successful funding proposals on topics related to NbS.
- Developing and maintaining alliances and partnerships relevant to NbS.
- Working collaboratively and effectively with practitioners, policy makers and/or academics in fields relevant to NbS.
- Working with agencies and organizations operating internationally.
- Managing and developing a team of professionals in an organisational setting.
- Proven success in planning, managing and implementing portfolios of projects and strategies using a team approach.

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.
- Specialist knowledge in relevant technical areas, such as ecosystem services assessment and modelling, landscape ecology, land use planning, environmental health, monitoring and evaluation.
- Experience working in a language other than English and with partners from diverse cultural backgrounds.

Skills

- Strategic thinking and vision.
- Critical thinking and constructive scrutiny of concepts and ideas.
- Ability to build and maintain strong professional and collaborative relationships, and to deal effectively with any challenging situations that arise.
- Strong skills in planning and management of people, budgets and resources to deliver high quality and effective outputs and impactful outcomes.
- Excellent project and portfolio management skills.
- Excellent interpersonal skills and communication ability (written and spoken) and willingness to make presentations to international audiences.
- Leadership and motivation of a team to achieve desired outputs.
- Fluency in written and spoken English, with fluency in another UN language highly desirable.

Type of Person Required

The successful candidate will be an intelligent and experienced leader and role model, able to inspire the confidence of staff, and work closely with the Head of Nature-based Solutions and the organisation's wider Leadership Team. This person will have experience of developing and delivering projects, managing a high-performing team of experts, and will be a skilled problem-solver, able to address challenges as they arise and find creative solutions to them.

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: Deputy Head of Nature Based Solutions

Team: Nature Based Solutions

Reporting to: Head of Nature Based Solutions

Job Reference: AD1311

Start date: TBC

Salary: £42,000 - £54,000

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

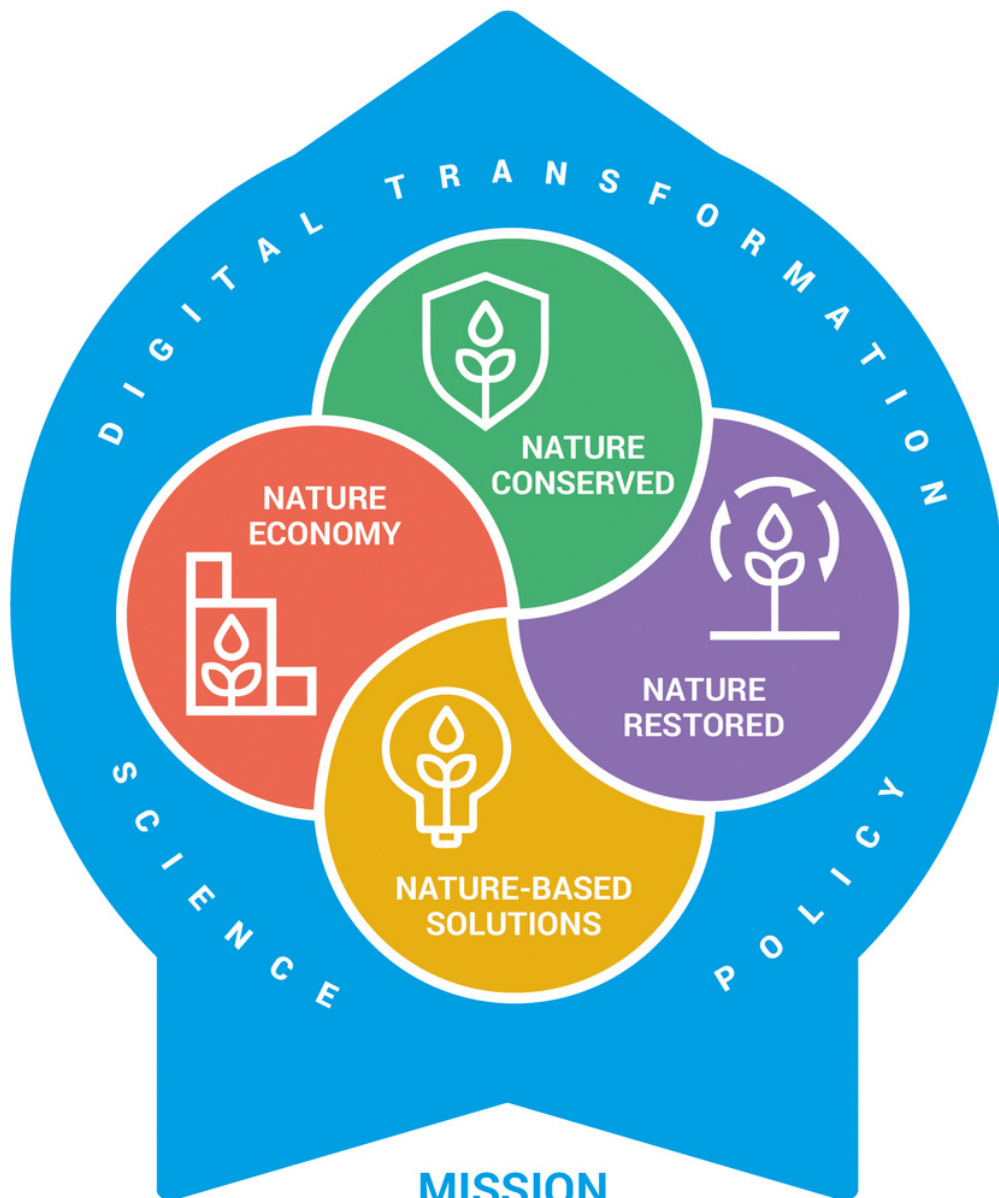


Our strategy

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 where you can help shape this exciting field, 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: 12th of April 2022



WCMC

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