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

WCMC

Senior Programme Officer - Nature Restored
Application Pack

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

We are looking for a senior programme officer with an established reputation and existing network in the broad field of marine science and policy. The successful candidate will be a highly motivated self-starting leader who understands the pathways to inform and influence decision-making in a variety of sectors. They will work in UNEP-WCMC's Nature Restored Team from where they will help to ensure a range of marine and coastal issues are well reflected across the Centre's portfolio and in delivery of its strategy.

The Nature Restored Team is supporting the global community to scale up global restoration efforts. We are achieving this by working on legal, policy and planning frameworks, by providing an accessible knowledge base, and by developing monitoring frameworks for adaptive management. This is a great opportunity to work collaboratively across the Centre and with partners such as the Regional Seas Conventions.

The main purpose of this role is to provide thought leadership and lead the development and delivery of a portfolio of projects that contribute to the conservation and sustainable use of the ocean in an equitable manner. The successful candidate should have experience of working collaboratively with a wide range of stakeholders with diverse cultural perspectives to find and implement solutions to the challenges facing nature and people. This is a senior role within the Ocean Recovery Focal Initiative, the post-holder will therefore contribute substantially to the team's day-to-day management, mentoring and support for junior staff, and decisions about overall direction and strategic priorities.

We will provide you with the challenge of working on high profile marine projects, where your work really makes a difference to the field of conservation and restoration 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 Nature Restored Team is a dynamic team building an impactful role in restoration science, policy and implementation for people and nature. We play a central role in the UN Decade on Ecosystem Restoration including in the launch, development of the monitoring framework and identification of flagship initiatives. Our portfolio of work recognises the underlying drivers of the current biodiversity crisis. One focus is sustainable agricultural landscapes, with work ongoing that aims to improve Cocoa production in West Africa. We also have a hub of marine expertise working on Ocean Recovery through improved data mobilisation, management and use in planning and governance.

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



ABOUT THE ROLE

Job Description

This post will support the Head of Impact area and other Senior Staff to lead the development and delivery of projects which contribute to the conservation and sustainable use of the ocean in an equitable manner. The successful candidate should have experience of working collaboratively with a diverse range of stakeholders to find and implement solutions to the challenges facing nature and people. This is a senior role within the Ocean Recovery Focal Initiative, the post-holder will therefore contribute substantially to the team's day-to-day management, mentoring and support for junior staff, and decisions about overall direction and strategic priorities.

Key Areas of Responsibility

The key area of responsibility will be to generate a development and delivery agenda that contributes to the ocean recovery priorities of the UNEP-WCMC strategy. Key duties and responsibilities will include:

- Provide thought leadership to develop new projects and areas of work that contribute to effective implementation of the impact area outcomes, and which suit the needs and priorities of funders and users.
- Support the generation, provision and use of knowledge to aid the sustainable use and management of the ocean by partners and collaborators within and outside UNEP-WCMC.
- Manage a portfolio of projects relating to the Ocean Recovery theme on time and to budget.
- Ensure proposals and outputs developed by the team are delivered to a high standard and designed to deliver impact.
- Pro-actively reach out to other impact areas and focal initiatives across the Centre to strengthen representation and integration of the marine realm into the Centre's impacts and outcomes.
- Support, and expand upon the existing range of partnerships with donors, clients and collaborators through a pro-active approach to facilitate collaboration.
- On behalf of UNEP-WCMC attend, organise and facilitate relevant workshops and specialist meetings both in the UK and internationally.

Other Duties

Other duties may be assigned from time to time commensurate with the post holder's qualifications and experience.

This post is likely to require some overseas travel to relevant fora to represent UNEP-WCMC and present our outputs to external stakeholders.

Person Specification

Qualifications/Education

Essential:

- Good honours degree in relevant field such as ecology, geography, marine science, and ocean governance.
- Relevant professional experience

Desirable:

- Postgraduate degree in relevant field such as international relations, economics, ocean governance, marine and coastal planning, and marine science.

Experience

Essential:

- The broad science and policy field of marine planning and governance.
- Project and portfolio management, including leading initiatives and delivering on time and to budget.
- Building a portfolio of projects aligned to strategic impact objectives through proposal development and fundraising.
- Familiarity working at the science/policy interface using evidence to inform decision-making, for example with national governments or global policy processes.
- Producing high quality written science/policy outputs using quality assurance processes.
- Building and maintaining strong and productive external relationships focussed on impact, including coordinating networks, stakeholder groups or steering committees.

Desirable:

- Experience working with non-English speaking partners from a variety of cultural perspectives.
- Knowledge and/or experience in relation to international policies and initiatives, for example the Convention on Biological Diversity, Biodiversity Beyond National Jurisdiction, and the UN Decade on Sustainable Ocean Science.
- Practical familiarity with concepts and approaches such as marine spatial, Regional Seas, Sustainable Blue Economy.
- Knowledge of and participation in current scientific thinking and methods relating to marine and coastal issues.
- Managing project teams and coaching staff.
- Working with UN entities and representing similar organisations at international fora or governmental representation.

Skills

- Demonstrable ability to both lead and contribute to a team and work autonomously.
- Excellent project, portfolio and budget management.
- Excellent communication, including presentation and persuasiveness.
- Demonstrable ability to synthesise and clearly convey complex scientific information to non-specialist audiences.
- Excellent work planning and the ability to work to tight deadlines.
- Excellent interpersonal skills, and the ability to interact effectively with a wide variety of colleagues and partners from different cultural perspectives.
- Demonstrable ability to produce high quality outputs, such as reports, website content, and communication materials.
- Excellent office IT skills.
- Fluency in written and spoken English is essential to this role. Fluency in one other UN language is highly desirable.

Type of Person Required

The successful candidate will be a highly motivated self-starting leader. They will be an intelligent, highly competent and organized individual with an appropriate balance of enthusiasm and pragmatism for finding solutions to global biodiversity challenges. They should have an established reputation and existing network in the broad field of marine science and policy, and understand the pathways to inform and influence decision-making in a variety of sectors.

They will have excellent skills in project portfolio and budget management. They will be an excellent writer, synthesizing scientific literature for policymakers with a strong eye for scientific accuracy and policy nuance. They will be able to lead project teams which may include people from many different cultural and academic backgrounds and work sectors, and be confident and comfortable liaising with networks/partnerships of varied organisations. They will also have excellent skills in developing compelling fundraising proposals and editing and critically reviewing scientific and policy reports to a high standard.

We anticipate an individual with the ability to draw on their existing experience to be able to make an immediate and significant contribution to the current and future work of UNEP-WCMC.

Other Relevant Information

The post holder will be expected to interact in a professional manner with clients and partners, including government officials. They may be required to travel, including internationally.

This is not a United Nations Post. This is a UK based role and the role holder will be expected to reside in the UK within commuting distance of Cambridge. We are often able to offer visa sponsorship to the preferred applicant.

OUR OFFER

Job Title: Senior Programme Officer

Team: Nature Restored

Reporting to: Senior Programme Officer

Job Reference: AD1322

Start date: As soon as possible

Salary: GBP 38,000 to GBP 44,000 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

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

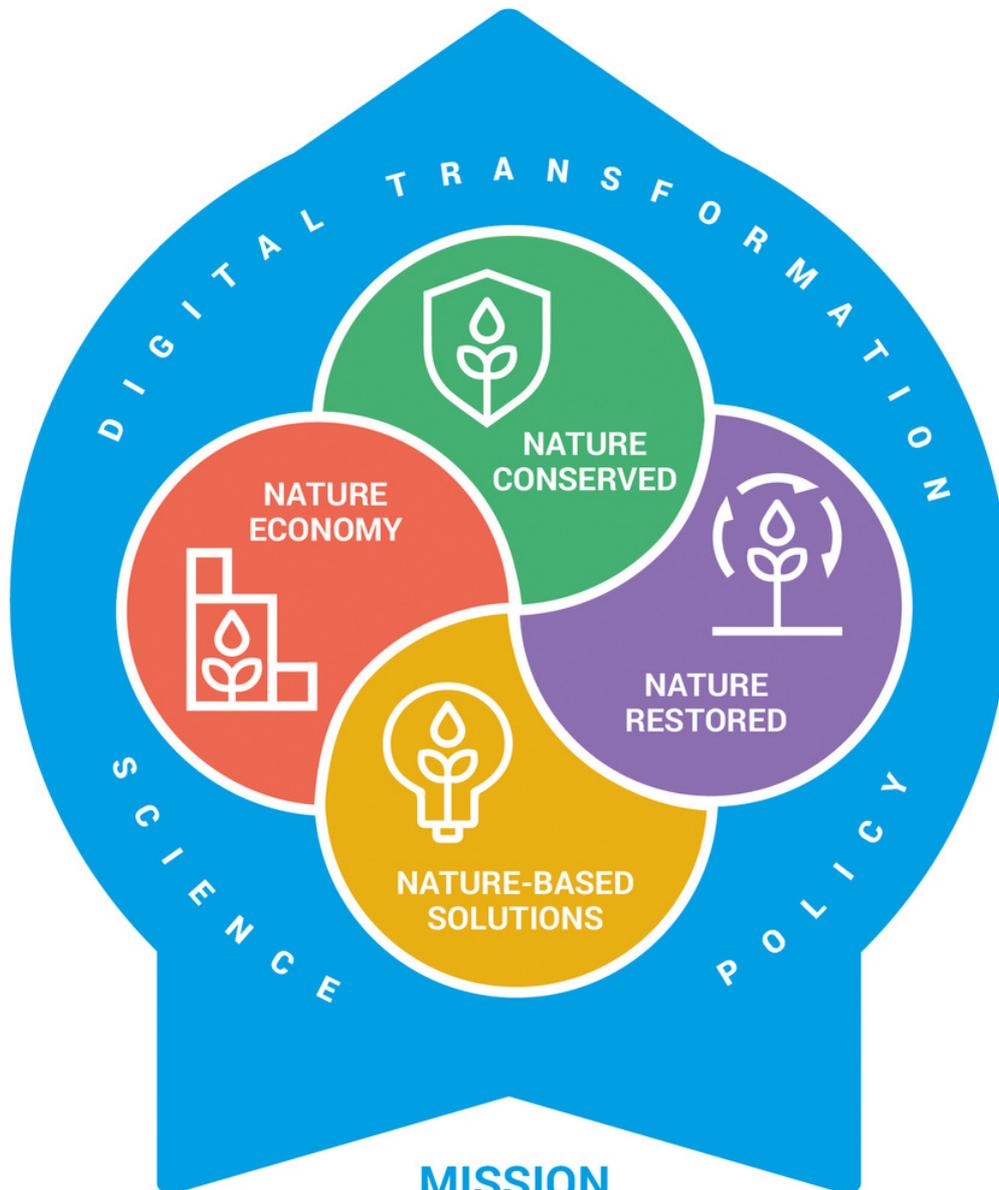


Our strategy

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 challenging post where you can impress us with your insights, 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: 18th July 2022



WCMC

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UNEP-WCMC

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