



WCMC

**Post-Doctoral Researcher -
Science**
Application Pack

Thank you for your interest in the role of Post-Doctoral Researcher within the Science team at UNEP-WCMC

We are seeking an intellectually curious post-doctoral researcher with expertise in scenario and pathway analysis, quantifying environmental impacts, and working with biodiversity and environmental data and databases.

The researcher 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 main purpose of the job is to gather an evidence base of the real-world actions that could transition human society to a more sustainable future, as part of a larger project aiming to design a brighter future for humanity and biodiversity.

The post holder will be tasked with reviewing sustainability pathways and analysing national commitments, contributing to an evidence base of what the state of biodiversity could be in 2050 if sustainability scenarios are implemented. They will be expected to build and maintain working relationships with a variety of stakeholders and work closely with partners, decision-makers, donors, and the scientific community. They will be able to communicate and write about complex scientific analyses.

The researcher will be able to engage in network building, team interaction and opportunity development. We will provide you with the challenge of working on and developing a highly relevant conservation project, where your work 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

As part of a project funded by the KR and Hempel foundations that is aiming to design a brighter future for humanity and biodiversity, the focus of this post will be on gathering an evidence base of the real-world actions that could transition human society to a more sustainable future.

The post holder will:

- Review sustainability pathways such as the IPBES Nature Futures Framework and relate these to economic sectors
- Review National commitments including those that are difficult to quantify and identify those whose effects could be estimated, building upon work that has already started along these lines.
- Construct an evidence base of what the state of biodiversity could be in 2050 if the sustainability scenarios and national commitments are implemented
- Be adept at building and maintaining successful working relationships with a variety of stakeholders and work closely with existing partners in national governments, UNEP, NGOs and elsewhere.
- Seek to develop new, effective partnerships with decision-makers, donors, and the scientific community.

Key Areas of Responsibility

The post holder will work in the Science Innovation Area's team, and within the Nature Trends Focal Initiative, on the following tasks:

- Construct a database of sustainability pathways (and the actions identified within them), expanding the evidence base for the effect of actions on nature
- Analyse the possible biodiversity outcomes associated with implementation of actions within scenarios (such as those produced by IPBES and IPCC)
- Write papers to communicate findings to the research and policy communities
- Write blogs and other popular outreach materials to promote the work in simple terms for broad range of users
- Represent UNEP-WCMC and this project effectively at external meetings and workshops, ensuring a high level of professionalism.

Other Duties

The post holder will also be expected to extend his/her own knowledge of scientific and policy issues relevant to the work of the Science Innovation Area on an on-going basis and to contribute to UNEP-WCMC planning and strategy development.

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

This post may require virtual attendance and/or travel to relevant fora to represent UNEP-WCMC and present our work.

Person Specification

Qualifications/Education

Essential:

- PhD or equivalent in relevant field: modelling, conservation, environmental/sustainability science

Desirable:

- PhD conducted on a multidisciplinary topic such as combining environment and economics

Experience

Essential:

- Environmental and/or biodiversity modelling
- Reviewing and working with scenario and pathway analyses
- Quantifying environmental impacts associated with economic sectors or policy actions
- Constructing databases with complex data structures
- Producing high quality written scientific outputs.

Desirable:

- Conducting life cycle analysis or policy impact assessments
- Programming and spatial analysis skills
- Interacting with international policy processes, for example, the Convention on Biological Diversity and the emerging Post 2020 Global Biodiversity Framework
- Engagement with technical bodies like IPBES or IPCC that use scenarios to develop plausible environmental futures to inform decision-making
- Working in partnership with a variety of stakeholders, such as governments, intergovernmental organisations, NGOs, etc.

Skills

- Intellectual curiosity on sustainability science and biodiversity change
- Understanding of and skills for analysing multidisciplinary responses to global change
- Strong critical, analytical and innovative thinking skills
- Excellent computer skills including database construction
- Attention to detail to ensure that high quality outputs are consistently delivered
- Excellent writing and proofreading skills with the ability to produce clear, concise and well-presented outputs
- Excellent inter-personal skills and the ability to work in a team environment as well as autonomously
- Fluency in written and spoken English is essential.
- Fluency in further languages is highly desirable, including core UN languages.

Type of Person Required

This is an exciting opportunity to contribute to cutting-edge sustainability science that could have great influence on decision makers and so make a real difference.

The successful candidate will be a highly competent and organized individual with an enthusiasm for and commitment to finding pathways towards more sustainable biodiversity futures. They will be able to conduct advanced postdoctoral level analyses of data relating to sustainable futures for nature and people.

They will have a willingness to take on new challenges and be an excellent evidence gatherer, synthesizing scientific literature with an eye for pertinent detail. They will also be a good communicator, capable of translating information from an evidence base into analyses and written papers.

We anticipate employing 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.

OUR OFFER

Job Title: Post-doctoral Researcher

Team: Science

Reporting to: Senior Programme Officer

Job Reference: AD1350

Start date: September 2022

Salary: GBP 30,000 to GBP 34,000 pa depending on skills and experience

Contract: Fixed term contract for 1 year, 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

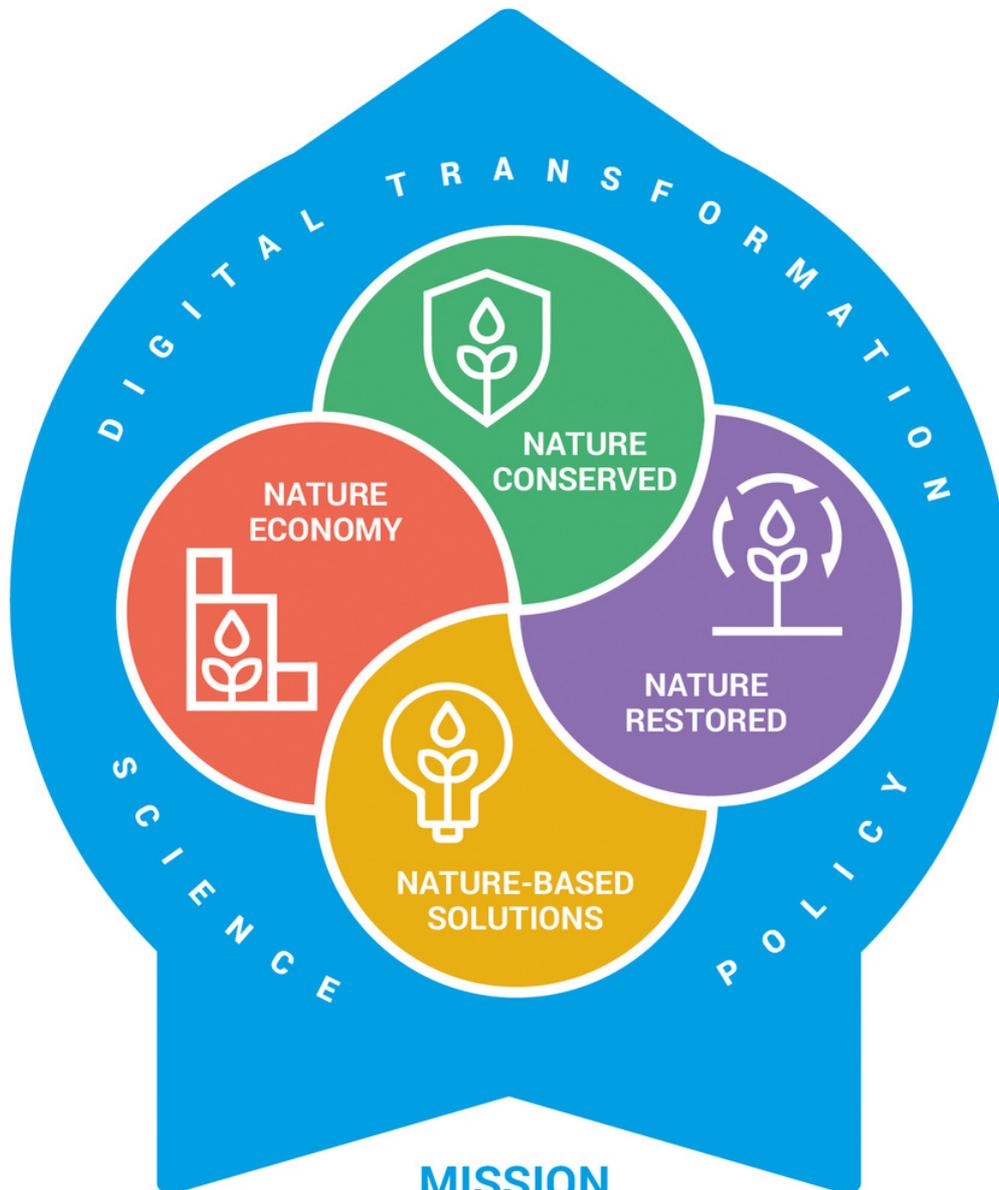


Our strategy

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 impress us with your analytical expertise and innovative ideas, 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: 4th August 2022

Please note we reserve the right to close this vacancy early if a suitable candidate is found ahead of the closing date, so please do not delay your application.



WCMC

LEARN MORE ABOUT US:



@unepwcmc



@unepwcmc



UNEP-WCMC

www.unep-wcmc.org