

**WCMC**



**Post-Doctoral Researcher -  
Multidimensional Biodiversity Index  
Application Pack**

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

We are seeking an ambitious and experienced post-doctoral researcher with expertise or interest in local, regional and/or national level biodiversity trends assessment and experience working with a variety of stakeholders, particularly in Vietnam, Switzerland South Africa, and Colombia.

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 drive forward the methodological development for a Multidimensional Biodiversity Index (MBI), an index capable of providing nations or bespoke areas with a scorecard of biodiversity health[1].

The post holder will be responsible for the project technical development and will work with the Project Leader at UNEP-WCMC to design principles, methodology and protocols for MBI compilation. They will act as technical focal point for the MBI project by providing support and oversight to the technical in-country work aimed at building national MBI prototypes. They will be expected to build and maintain working relationships with a variety of stakeholders on national to local scales, 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 opportunity to engage in network building, team interaction and project development. You will work on a highly relevant conservation science project, where your work makes a difference to the field of conservation in an area aligned to UNEP-WCMC 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.

[1] Soto-Navarro, C.A., Harfoot, M., Hill, S.L.L. et al. Towards a multidimensional biodiversity index for national application. *Nat Sustain* 4, 933–942 (2021). <https://doi.org/10.1038/s41893-021-00753-z>

# 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

The post-holder will drive forward the methodological development for a Multi-Dimensional Biodiversity Index (MBI), an index capable of providing nations or bespoke areas with a scorecard of biodiversity health[1]. The postholder will primarily work with country teams and be responsible for delivering an operational approach for calculating the MBI through 1) providing overall support and technical direction to partner country teams in Switzerland, Vietnam, Colombia and South Africa on the production of their national level MBIs, 2) gathering insights from all the MBI pilots to design methodology for MBI compilation in any area of assessment and scale up to, potentially, a regional or global framework with global/regional indicators, 3) publishing reports and papers that capture the scientific lessons learned from the project implementation.

## Key Areas of Responsibility

The post holder will:

- Work with country teams to provide technical support and oversight to the technical in-country work aimed at building national MBI prototypes. This will include but will not be limited to assessment of data needs, suitability of datasets and indicators, data gaps as well as data analysis for MBI compilation (such as combination of trend data to develop new indicators, analysis of baselines, definition of algorithms) and enhancement of local networks with key partners and governments in pilot countries.
- Provide technical input for the MBI project, liaising with the Project Leader and working with the broader project team at WCMC, to deliver synthesis materials on the design principles, methodology and protocols for MBI compilation, informed by the country case studies.
- Write papers and technical reports that communicate findings from the MBI research programme.
- Support stakeholder engagement on the project through understanding of the policy impact of the production of an MBI for national application, and help to communicate this to a wide range of technical and non-technical stakeholders.
- Support the delivery of the MBI technical outputs to the donor
- Assist with fundraising to further scale-up the MBI project to other countries and geographies.
- Represent WCMC and the MBI project effectively at external meetings and workshops with key institutions and organisations, including linking the WCMC MBI work to the UNEP and CBD work on biodiversity indicators, and support and participate on diverse outreach activities related to the MBI concept with a high level of professionalism.
- Collaborate with the technical team of a 5th MBI pilot within a region consisting of parts of northern Tanzania and southern Kenya (in collaboration with the WWF SOKNOT team and WWF-UK).

## 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 holder may be required to travel to the MBI pilot countries to meet with in-country teams and to attend (in person or virtually) relevant fora to represent WCMC and present our work.

## Person Specification

### Qualifications/Education

#### Essential:

- PhD or equivalent experience in relevant field: conservation, ecology, sustainability science, data science or biodiversity modelling.

#### Desirable:

- PhD, post-doctoral or conservation experience on the assessments of different aspects of biodiversity including ecosystem services or nature's contributions to people.
- Experience on the development of biodiversity indicators, and preferably with indices combining multiple datasets.
- PhD, post-doctoral or conservation experience focused on biodiversity in MBI countries – Vietnam, Switzerland, South Africa, Colombia.

### Experience

#### Essential:

Essential to have experience with or can demonstrate understanding of:

- Analyses based on (biodiversity) trend data.
- Analyses using spatial data, including GIS.
- Analyses or construction of large databases with complex data structures.
- Analyses of biodiversity data to produce indicators to monitor change.
- Production of high quality, written scientific outputs.

#### Desirable:

- Experience working in in MBI countries – Vietnam, Switzerland, South Africa, Colombia.
- Experience working with and/or communicating to a variety of stakeholders, including but not limited to governments (national, regional, local), intergovernmental organisations and NGOs.

## Skills

- Understanding of, and skills for, analysing multidisciplinary responses to global change.
- High attention to detail to ensure that high-quality technical outputs are consistently delivered, and that project staff are provided with constructive feedback to ensure continual improvement and effective support.
- Understanding and awareness of challenges derived from working with team members from different cultures and countries with different capacity, backgrounds, and technical skills.
- Excellent writing and proofreading skills with the ability to produce clear, concise and well-presented reports targeted at government officials and decision makers.
- Proactive and self-motivated, able to take initiative to form and be a part of the solution.
- Strong critical, analytical and innovative thinking skills.
- Excellent data analysis skills including fluency in R and/or Python.
- Excellent inter-personal skills to work in a team environment as well as autonomously, and with high-profile stakeholders
- Fluency in written and spoken English is essential.
- Fluency in further languages is highly desirable, including core UN languages.

## Type of Person Required

We have an exciting opportunity for the right person to contribute to cutting-edge science that could have great influence on mainstreaming biodiversity into policy making, and thus make a real difference to drive positive biodiversity outcomes.

The successful candidate will be a highly competent and organized individual with an enthusiasm for and a strong commitment to monitoring biodiversity to drive transformative change.

They will have a willingness to take on new challenges and be an excellent data scientist. They will also have strong skills at networking and project management, able to coordinate, engage and draw teams together that are working in the project core countries of Switzerland, Vietnam, Colombia, and South Africa.

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 - Multidimensional Biodiversity Index

**Team:** Science

**Reporting to:** Senior Programme Officer

**Job Reference:** AD1357

**Start date:** ASAP

**Salary:** £30,000 - £38,000 per annum depending on skills and experience

**Contract:** Fixed Term for 2 Years, 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. This position is with the charity WCMC, working in collaboration with UNEP.*

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 WCMC

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 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

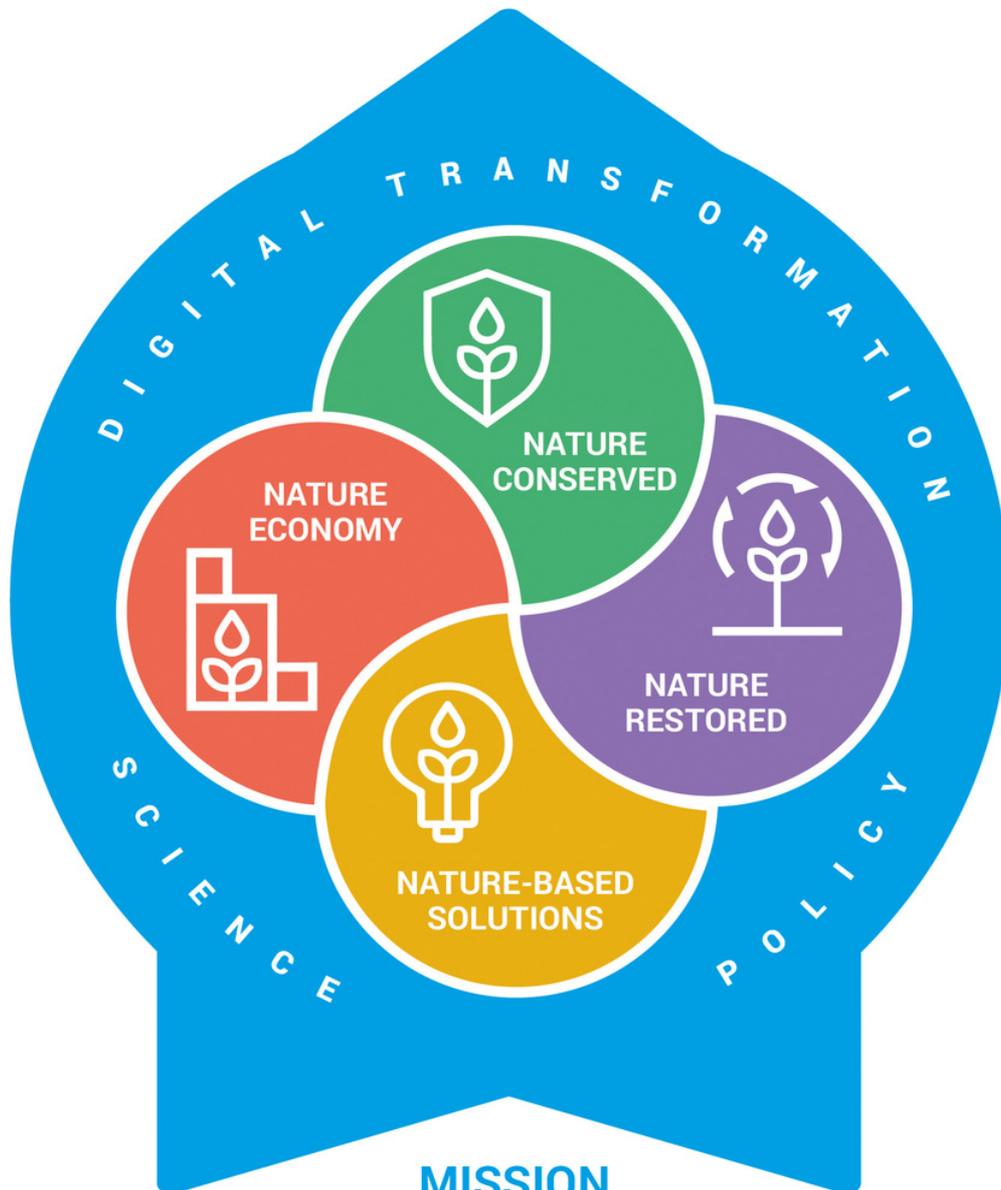


## UNEP-WCMC strategy

UNEP-WCMC delivers its 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. UNEP-WCMC is also a member of the Cambridge Conservation Initiative and we often collaborate with our CCI colleagues in our work.

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 a [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 September 2022



# WCMC

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