

A photograph of two brown bears in a forest. The bear in the foreground is looking towards the camera, while the one behind it is looking slightly to the right. The background is filled with trees and foliage, with sunlight filtering through, creating a warm, golden glow. The bears have thick, brown fur and are standing on a forest floor covered with green ferns and other vegetation.

WCMC

Programme Officer - Policy

Application Pack

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

We are seeking a Programme Officer to take on a key role in the implementation of UNEP-WCMC's innovative projects supporting governments to develop and use biodiversity-related tools and policies, as well as in engaging in related processes. We are looking for an intelligent, highly competent and organised individual with an enthusiasm for and commitment to finding solutions to global biodiversity challenges. As part of the policy team, the Programme Officer will lead a portfolio of projects and engage with national governments, intergovernmental agencies, and other stakeholders in the context of global biodiversity processes and conventions, in support of UNEP-WCMC's strategic objectives. Part of that role will also include managing and contributing to projects in the UNEP-WCMC nature indicators focal initiative, which supports intergovernmental processes in developing and using biodiversity indicators, building capacity for their adoption, and promoting their effective use.

ABOUT THE TEAM

The UNEP-WCMC Policy team is a dynamic group of experts providing enabling and foundational support to the Centre's work and impact. For over 40 years, UNEP-WCMC has worked with partners to ensure the world is equipped with trusted science, data and knowledge and the capacity and policy advice to use this for better decision-making. The Policy team plays a central role in ensuring the work of the Centre is relevant and impactful for international and national policy processes. We support the CBD and other intergovernmental conventions and processes, including identifying opportunities for increased cooperation. We provide authoritative information on biodiversity indicators to decision-makers in international organisations and processes, national governments, business, and other stakeholders. We support decision-makers in assessing biodiversity and ecosystems services and their contributions to society and human well-being. And we work with partners to promote equitable and ethical approaches to biodiversity policy and governance.

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



ABOUT THE ROLE

Job Description

The focus of this Programme Officer post will be to lead the implementation of innovative projects at the science policy interface with a focus on biodiversity, ecosystem services and natural capital.

The Programme Officer will form part of the Policy Innovation Area, working on a portfolio of projects and engaging with national governments, intergovernmental agencies, and other stakeholders in the context of global biodiversity processes and conventions, in support of UNEP-WCMC's strategic objectives. Part of that role will include managing and contributing to projects funded by Horizon Europe that support the ongoing development of the science policy interface. The role involves both project management and technical delivery, as well as building successful working relationships with other team members, partners and other stakeholders.

Key Areas of Responsibility

- Lead and make substantial contributions to projects that support governments in the development and implementation of policies regarding biodiversity and ecosystem services at national, regional and global scales
- Oversee and contribute to the delivery of technical reports, guidance and policy analyses, including through proofreading outputs and ensuring they are consistently delivered to a high-quality standard
- Organise and facilitate workshops and other expert meetings, including remotely
- Manage projects or project components according to established timelines and budgets, with effective and efficient internal and external communication, project administration and reporting, delegating task-level coordination and management as appropriate
- Track discussions, decisions and outcomes from relevant meetings and engage in partnerships and networks, to maintain and build understanding and expertise on national, regional and global biodiversity, ecosystem services and natural capital policy topics and processes
- Develop concepts and fundraising proposals for new projects that build on the Centre's policy expertise and consolidate its leading position on topics around biodiversity, ecosystem services and natural capital
- Liaise with key project partners and donors to maintain partnerships and build new partnerships to drive forward our work.
- Line management of junior staff and interns and management of other colleagues in the context of project management; and
- Represent UNEP-WCMC effectively at external meetings and workshops, ensuring a high level of professionalism.
- Be adept at building and maintaining successful working relationships within the team and with a variety of stakeholders.

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 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 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:

- First degree in a relevant subject, such as biological sciences, law, political sciences, or development studies

Desirable:

- Postgraduate degree in a relevant subject

Experience

Essential:

- At least five years professional experience in relevant topics, including assessing and managing ecosystem services, and/or working at the science-policy interface
- Experience in analysing and communicating qualitative and quantitative data to address policy relevant questions
- Experience of producing and assuring high quality written outputs
- Experience with organizing and conducting workshops or other events for government officials and other stakeholders
- Project management experience, including managing projects to time and budget
- Experience working in partnership with a variety of stakeholders, such as governments, intergovernmental organisations, NGOs, etc.
- Experience working in teams, as well as managing and coaching staff

Desirable:

- Experience of engaging in or following directly environmental policymaking at international or national levels, including as part of government teams
- Proposal development and fundraising experience

Skills

- Ability to understand and respond to the challenges, constraints, and opportunities of global, regional and national science/policy processes
- Strong critical, analytical, and innovative thinking skills
- Solid project management skills and the ability to manage and motivate staff to deliver high quality outputs to time and budget
- Excellent writing, synthesising and proofreading skills with the ability to produce clear, concise, and well-presented reports targeted at government officials/decision makers
- High attention to detail to ensure consistent delivery of high-quality outputs, including through providing other staff with constructive feedback
- Excellent IT skills (MS Excel, Word, PowerPoint, citation and database software)
- Ability to work to tight deadlines, balance competing demands on time and to seek support or delegate, as appropriate

- Strong communications skills (written and spoken) and willingness to represent UNEP-WCMC at international meetings and to make professional presentations to international audiences
- Excellent inter-personal skills and the ability to work in a team environment as well as autonomously; and
- Fluency in written and spoken English is essential to this role. Fluency in other UN languages is desirable.

Type of Person Required

- The successful candidate will be an intelligent, highly competent and organized individual with an enthusiasm for and commitment to finding solutions to global biodiversity challenges.
- They will have excellent skills in project management and a willingness to take on new challenges.
- They will be an excellent writer, able to present scientific information for policymakers in a clear and consistent manner and edit and critically review reports to a high standard.
- They will be confident in putting forward new project ideas and able to develop compelling fundraising proposals.
- They will be able to work under pressure and on multiple projects as part of a team.
- 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.

OUR OFFER

Job Title: Programme Officer

Team: Policy

Reporting to: Senior Programme Officer

Job Reference: AD1358

Start date: As soon as possible

Salary: GBP £27,000 to GBP £32,000 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. We usually able to offer visa 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

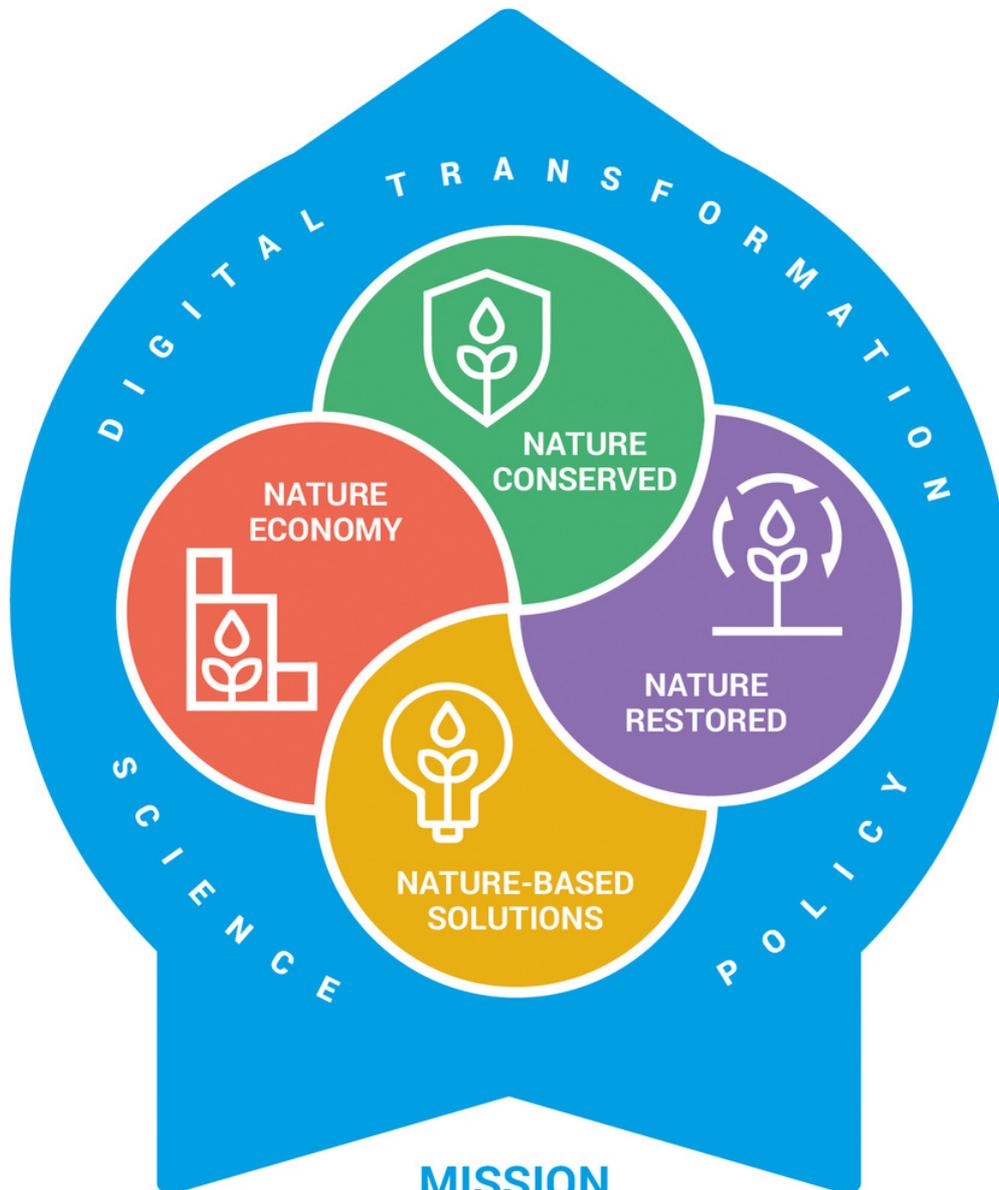


Our strategy

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 motivating post, 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: 5th September 2022



WCMC

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