

WCMC



Impact Pathway Internship - ITN107
Application Pack



ABOUT UNEP-WCMC

WCMC is a UK-based registered charity that operates in seamless collaboration with the UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC).

UNEP-WCMC is a specialist Centre on biodiversity, and nature's contributions to society and the economy. The Centre is confronting the global crisis facing nature through its unique position in ensuring science, knowledge and insights shape global and national policy, and by working with partners around the world to build capacity and create innovative solutions to environmental challenges. The Centre uses its position as a respected custodian of powerful and trusted environmental data to create positive impact for people and nature.

"We are in 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, WCMC CEO



ABOUT THE TEAM

The WCMC NbS 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 together 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 WCMC.



ABOUT THE ROLE

Internship Description

Impact Pathway Internship:

UN Environment World Conservation Monitoring Centre works with scientists and policy makers worldwide to place biodiversity at the heart of environment and development decision-making to enable enlightened choices for people and the planet.

This position will provide critical support to ensure the impact of a capacity development, science and development project: the Trade, Development and the Environment (TRADE) Hub. The TRADE Hub aims to enhance positive outcomes and reduce negative impacts of trade in wildlife, wild meat, and agricultural commodities around the world. It has partners in 15 countries, including the UK, Brazil, Cameroon, Gabon, Republic of Congo and Democratic Republic of Congo, Tanzania, Indonesia and China.

This role will work closely with project staff and researchers across the world to collect, analyse and consolidate impact pathway data for the project, and visualise that data in kumu.io. Impact pathways have been developed for each commodity and research theme of the project, but these require updating and improving as the project enters its final year. These diagrams are vital for mapping out and monitoring project impact.

This role will provide direct insight into the process for ensuring that a large development and research project achieves its objectives and changes the world. The intern will gain valuable experience in working on a research and conservation project, learning how to work with a Theory of Change and associated impact pathways, and using a powerful visualisation software, telling a story of how a development and research project aims to create change. This experience will be highly beneficial for future conservation and project management work.

Learning Objectives

- Further developing and visualising impact pathways for a large project to ensure that all realised and potential impact is captured, and all international partners work towards a unified vision
- Understand the delivery of activities for 40+ international partners for a large conservation and development project.
- Learn how to work with workplans, theories of change, impact pathways and kumu.io
- Work with partners in several countries and an impact focus group in the management team at UNEP-WCMC
- Understand the strategy, structure, operating procedures, systems, culture and values of a typical conservation organisation.
- Understand biodiversity practices in an organisational setting.
- Understand the roles of colleagues within the team as well as the internship role to ensure effective team working.
- Develop self-awareness to learn how to recognise when more technical knowledge is required, as well as how to gain it and check its reliability.
- Gain experience of working in a project led environment and strengthen time management skills in order to ensure tasks are delivered to deadlines

Duties and Responsibilities

- Learn how to use the project software, including Airtable and Kumu.io and how to create visual impact pathway diagrams and presentations
- Process, analyse and categorise data on outputs, outcomes and impacts to update existing impact pathway diagrams, and participate in additional data collection efforts to monitor the TRADE Hubs impact (realised and potential)
- Participate in meetings to gather impact evidence, track progress of partners and monitor progress along the impact pathways.
- Explore additional approaches to quantify impact including the use of numerical data on actual and potential impact
- Visualise the outputs in Kumu.io and make presentations, analyses and graphics for publication
- Work together with monitoring and reporting colleagues to unify monitoring systems across the project

Requirements and Qualification

- Commenced or completed academic degree in a relevant field
- Strong experience in data handling and analysis
- Strong computer literacy, quick to learn new software
- Excellent spoken and written English
- Excellent interpersonal skills and ability to communicate with colleagues
- Interest in the structure and delivery of a research/development/conservation project

OUR OFFER

Job Title: Impact Pathway Intern

Team: Nature Economy

Reporting to: Associate Programme Officer

Job Reference: ITN107

Start date: January 2023

Salary: GBP 9.50 per hour

Contract: Temporary, fixed term contract for 12 weeks, 37 hours per week (full time)

Location: The post holder will be expected to reside in the UK. We have a flexible hybrid working policy in place, for further details, please email recruitment@unep-wcmc.org.

This role is not suitable for sponsorship.

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:

- Flexible and family friendly working.
- Life assurance against death in service (4X annual salary).
- Scheme to buy or sell annual leave where staff can choose to 'buy' annual leave days or 'sell' unused leave.
- Fantastic shared social space and kitchen facilities with free tea and fresh coffee.
- Flexible hybrid working policy which allows multiple combinations of home, office and remote working.
- A diverse and inclusive workplace with over 40 nationalities represented on the staff.
- Employee assistance programme and bereavement line to offer help and advice to staff and their families on matters related to wellbeing, finances, relationships, family and more. This includes a number of free counselling sessions if they are needed.
- Brilliant social committee which organises regular fun events and social gatherings.
- Caring Staff Liaison Committee that listens and makes recommendations on continuously improving the working experience for staff.
- Focus on environmental sustainability kept in check by our Environment Committee.
- Free parking at the Huntingdon Road office.

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 they are better placed to move onto the next stage of their career.

You will attend various induction programmes, including what's critical in the first week.

You may also be able to take advantage of:

- 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.

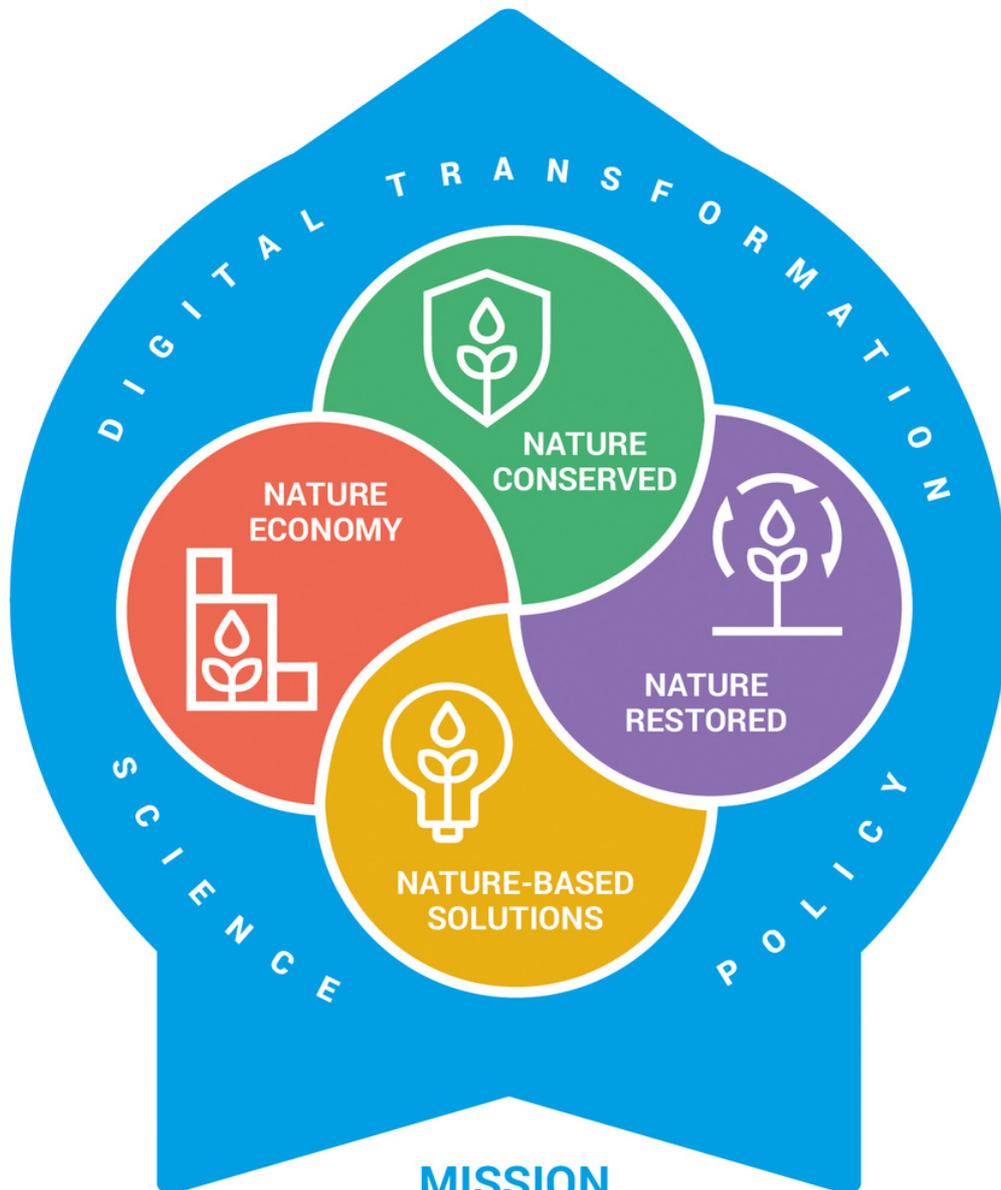
Please note there are training opportunities for longer term employees and that many of our interns have secured longer term roles following successful completion of an internship.

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



We develop knowledge and capacity for a nature-positive world



The people

We have around 200 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 have lots of outdoor space including a wildlife pond, which is a popular area for outdoor meetings and relaxation. We also have tea every Wednesday afternoon, with locally homemade cakes and catch up with everyone and everything that is going on at WCMC.

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 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 internship where you can help shape this exciting field, we want to hear from you.

Please send your 2 page CV and a short covering letter through this [link](#). Please note that an application form is not required.

If you cannot submit your CV without attaching a document into the 'application form/personal detail form field', please submit your CV and cover letter twice.

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: 8th January 2023



WCMC

LEARN MORE ABOUT OUR WORK IN COLLABORATION WITH UNEP:



@unepwcmc



@unepwcmc



UNEP-WCMC

www.unep-wcmc.org