

WCMC



AD1393 Head of Nature-based Solutions
Application Pack



ABOUT 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



Thank you for your interest in the role of Head of Nature-based Solutions

This senior position will play a central role managing the team and working with diverse global partners to support positive ecosystem restoration outcomes.

As an experienced and knowledgeable individual with a history of team and portfolio management, we will provide you with the opportunity to help set the strategic direction of our ecosystem restoration work. You will come armed with existing international networks in the field of ecosystem restoration and have a proven track record of building and guiding project pipeline development and delivery to achieve strategic goals.

ABOUT THE TEAM

Our 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 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 the whole Centre.



ABOUT THE ROLE

Job Description

Main Purpose of the job

To lead development and delivery of work on Nature-based Solutions (NbS) at UNEP-WCMC^[1], working with colleagues from across the organization, and directly managing a diverse team of natural and social science professionals under one of UNEP-WCMC's four 'Impact Areas'.

To support the provision of authoritative, clear and well-presented insights, knowledge and data on biodiversity and ecosystem services and their role in supporting climate change mitigation, climate change adaptation and people's health and well-being. To ensure that this information is synthesised and presented in ways that enable decision-makers to make informed, evidence-based decisions on adoption implementation and scaling of NbS. Key audiences for this work include decision makers in national and sub-national governments, financial institutions and private sector organisations, as well as intergovernmental agreements and processes and civil society.

To lead the development and effective delivery of a portfolio of high-quality projects at the science-policy interface that contribute to achieving the mission and strategy of UNEP-WCMC. The current portfolio includes: work on NbS for climate change mitigation, particularly support to countries preparing for and implementing REDD+, both on securing multiple benefits and on effective application of social and environmental safeguards, as well as the mitigation value of managing and restoring ecosystems other than forests; synthesis of experience, decision support and monitoring and evaluation of Ecosystem-based Adaptation; and emerging work on nature for health and well-being including through OneHealth approaches. The Head of Nature-based Solutions will help shape the future strategic direction of this work.

To oversee development of increased understanding across teams at UNEP-WCMC of the growing importance of Nature-based Solutions and their relevance to the different stakeholders and contexts UNEP-WCMC supports, as well as barriers and enablers for their uptake, and incorporation of these concepts more broadly in the Centre's work.

Reporting to the WCMC Head of Operations, and under the oversight of the UNEP-WCMC Director and Deputy Director, the Head of Nature-based Solutions will be a member of the Senior Management Team, the wider Leadership Co-ordination Team and contribute to strategy implementation, budget and business planning, pipeline development and impact reporting at organisational level.

[1] This is not a UN staff position. The position is with the UK charity WCMC, which works in collaboration with UNEP at the UNEP World Conservation Monitoring Centre (UNEP-WCMC)

Key Areas of Responsibility

- Coordinate activities under the NbS Impact Area and ensure its integration with the wider work and strategy of UNEP-WCMC including external and internal communications.
- Work with Heads of Impact and Innovation Areas and Focal Initiative Coordinators to develop strategic thinking that enables the Centre to expand its niche and impact in relation to NbS.
- Support, and expand, an effective network of external relationships with donors, clients and collaborators and donors, through a proactive approach to pipeline development and project delivery, to extend UNEP-WCMC's leveraged impact on scaling up and effective use of NbS.
- Seek new partnerships, both internally and externally, for joint activities and projects focusing on development, analysis and synthesis of information and of tools.
- Ensure a high standard of quality for all NbS-related outputs from the Centre design and quality assurance.
- Provide oversight and management through the whole project cycle for all projects within the NbS Impact Area through effective delegation and team coordination and support.
- Manage directly, or by delegation, all staff within the NbS Impact Area to ensure the NbS Team is a happy, thriving and productive team, with staff welfare at its core.
- Identify staffing and capacity development needs and in conjunction with the People Team, lead recruitment and staff development processes, including annual performance development reviews and monthly goal setting.
- Oversee annual budgeting and monthly budget reviews for the NbS Impact Area and take responsibility for performance and expenditure.
- Convene regular team meetings ensuring effective communication and coordination with staff working on projects linked to the Policy 'Innovation Area'.
- Participate in the regular WCMC Senior Management and Leadership Coordination Team meetings, and in other and ad hoc management and strategic meetings, as required. Where appropriate participate in other Centre level management groups.
- Represent the Centre externally at relevant meetings and events (noting that this is not a UN staff position, but will work in collaboration with UNEP at the Centre).
- Ensure adherence to, and implementation of, WCMC's policies and procedures.

Other Duties

The Head of NbS will undertake any other duties as may be required from time to time commensurate with the level of the post and adhere to such targets as may be communicated by their line manager. They may be required to undertake international travel on behalf of UNEP-WCMC.

Person Specification

Qualifications/Education

Essential:

- Masters degree in biological sciences, geography, ecology, environmental sciences, economics, social sciences or similar.

Desirable:

- Postgraduate degree in a field related to biodiversity, environmental sustainability, economics or international business.

Experience

Essential:

- Working at the science/policy interface in fields relevant to Nature-based Solutions.
- Developing successful funding proposals on topics related to NbS.
- Developing and maintaining alliances and partnerships relevant to NbS.
- Working collaboratively and effectively with practitioners, policy makers and/or academics in fields relevant to NbS.
- Working with agencies and organizations operating internationally.
- Managing and developing a team of professionals in an organisational setting.
- Proven success in planning, managing and implementing portfolios of projects and strategies using a team approach.

Desirable:

- Experience of developing good working relations with key decision makers at national and international level.
- Experience of leading the development of useful science-based information and materials for decision-makers.
- Specialist knowledge in relevant technical areas, such as ecosystem services assessment and modelling, landscape ecology, land use planning, environmental health, monitoring and evaluation.
- Experience working in a language other than English and with partners from diverse cultural backgrounds.

Skills

- Strategic thinking and vision.
- Critical thinking and constructive scrutiny of concepts and ideas.
- Ability to build and maintain strong professional and collaborative relationships, and to deal effectively with any challenging situations that arise.
- Strong skills in planning and management of people, budgets and resources to deliver high quality and effective outputs and impactful outcomes.
- Excellent project and portfolio management skills.
- Excellent interpersonal skills and communication ability (written and spoken) and willingness to make presentations to international audiences.
- Leadership and motivation of a team to achieve desired outputs.
- Fluency in written and spoken English, with fluency in another UN language highly desirable.

Type of Person Required

The successful candidate will be an intelligent and experienced leader and role model, able to inspire the confidence of staff, and work closely with the Head of Nature-based Solutions and the organisation's wider Leadership Team. This person will have experience of developing and delivering projects, managing a high-performing team of experts, and will be a skilled problem solver, able to address challenges as they arise and find creative solutions to them.

Other Relevant Information

The successful applicant will be based at the UNEP-WCMC office in Cambridge, UK, but will be required to travel to engage with partners and funders in other countries and regions.

OUR OFFER

Job Title: Head of Nature-based Solutions

Team: Nature-based Solutions

Reporting to: Head of Operations

Job Reference: AD1393

Start date: As soon as possible

Salary: GBP 55,000 to GBP 75,000 per annum, depending on skills and experience

Contract: Permanent, 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. We are usually able to offer visa 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 of service (8% after three months).
- Annual cost of living increase and regular salary reviews.
- Good opportunities for progression and promotion around a fifth of staff gaining promotion annually.
- Flexible hybrid working policy which allows multiple combinations of home, office and remote working, including working from anywhere in the world for up to six weeks.
- Life assurance against death in service (4X annual salary).
- Company sick pay which increases with term of service.
- Generous annual holiday allowance of 25 days (FTE), increasing by one additional day each full calendar year worked up to 30 days.
- Scheme to buy or sell annual leave where staff can choose to 'buy' annual leave days or 'sell' unused leave.
- Generous maternity leave, shared parental leave and adoption leave policies that cover 18 weeks at 90% pay after a qualifying service period. Also four weeks paid paternity leave and one week paid grandparents leave.
- Unpaid sabbatical scheme which applies after at least 12 months continuous service with WCMC.
- Free parking at the Huntingdon Road office.
- Eye test costs covered and a contribution of £50 towards prescription glasses if your optician agrees that you need them for VDU use.
- Excellent training and development opportunities, designed for every career stage, with five days minimum training annually for every employee. This can be used flexibly for training courses, attending conferences, webinars or workshops, coaching and mentoring, shadowing or practicing skills or reading.
- Cycle to work Scheme which helps spread the cost of purchasing a new bike.
- Fantastic shared social space and kitchen facilities with free tea and fresh coffee.
- 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 annual flu vaccine.
- Interest free study loans (subject to conditions).
- A diverse and inclusive workplace with over 40 nationalities represented on the staff.

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 courses which include: management development; coaching culture; resilience; negotiation; pitching and closing a deal, for example.
- We also design our training and performance 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.

UNEP-WCMC Strategy

UNEP-WCMC delivers its strategy through four independent impact areas which are complemented by three cross cutting innovation areas.





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

The WCMC 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).

WCMC has 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: 19th March 2023



WCMC

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