

A polar bear is resting on a small, isolated ice floe in the middle of a vast sea of broken ice. The scene is captured in a cool, blue-toned light, suggesting a cold, high-latitude environment. The bear is the central focus, lying down on its side. The surrounding ice floes are jagged and uneven, creating a sense of a fragmented and isolated habitat.

# WCMC

**AD1409 Geospatial Developer  
- Digital Transformation  
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 Geospatial Developer

In our Digital Transformation Team, we aim to achieve positive impact on the biodiversity crisis by developing user-driven, world-leading digital products for gathering, managing and interpreting biodiversity data and indicators. We then deliver this knowledge into the hands of decision-makers when they need it, in a form they can use to take action.

At UNEP-WCMC we're building web applications to help save the planet.

There is huge focus on climate change and conserving biodiversity especially in 2020 where the new global targets are to be set around "Ecological Civilization: Building a Shared Future for All Life on Earth". We are expanding our team in response to the large demand for digital expertise within the conservation industry. We work across a variety of projects that provide solutions to the private sector, governmental bodies and other not-for profits including the United Nations.

# ABOUT THE TEAM

We're a close-knit team of passionate developers, UX/UI designers and product managers putting our skills towards a mission to tackle one of the biggest problems of our time - the massive loss of biodiversity and habitat destruction that's pushing the planet to the brink of the 6th mass extinction.



# ABOUT THE ROLE

## Job Description

### Main Purpose of the job

To provide technical and project leadership to the Digital Transformation team. Working closely with the development team, data scientists, UX designers and product managers to architect and deliver WCMC's most complex and high-profile geospatial applications.

### Key Areas of Responsibility

- Work closely with developers, scientists and product managers to build, architect and deliver high quality biodiversity informatics products.
- Research and raise awareness amongst the team of new technologies and opportunities relevant to our work.
- Coach and mentor, the development and data teams.
- Ensure efficiency, best practice and high quality are delivered in all aspects of our geospatial products.
- Maintain and update existing applications and websites.

### Other Duties

Support the Data Innovation initiative and ongoing maintenance of the Centre's geospatial applications.

Motivate and inspire other team members to develop their own skill sets.

Represent WCMC and the Digital Transformation team at conferences and events, both technical and biodiversity conservation related.

# Person Specification

## Qualifications/Education

### Essential:

- Commercial experience in designing and creating solutions that gather and feature geographic data.

### Desirable:

- Degree in Computer Science, Geographical Information Systems or similar.

## Experience

### Essential:

- Technical excellence in the backend of our stack, PostgreSQL, PostGIS, Python.
- Development and deployment of web-based GIS solutions and automated tools.
- Experience working with large complex GIS datasets.
- Experience processing and developing interactive maps and/or visualisations.
- Excellent communications skills, written and verbal both for an internal technical audience and external clients.

### Desirable:

- Experience in our web development stack, Ruby on Rails, JavaScript (VueJs), SCSS, HTML, or other web frameworks.
- Experience working with ArcGIS.
- Experience in leading an agile team.
- Experience in people-management including line management and mentoring.

## Skills

- GitHub, PostgreSQL, PostGIS, Python, Ruby on Rails, JavaScript, VueJs.
- Agile development.
- Prioritising support tasks for long term products.
- Creation of relevant diagrams and documentation.

## Type of Person Required

The successful candidate will:

- Communicate technical matters clearly and professionally.
- Be conscientious and want to see a project through to completion.
- Be passionate about clean and elegant test-driven code.
- Excel when working as part of an Agile team.
- Constantly be looking to develop their skills.
- Care about what they work on and understand the context and background of a project.

# OUR OFFER

**Job Title:** Geospatial Developer

**Team:** Digital Transformation

**Reporting to:** Senior Developer

**Job Reference:** AD1409

**Start date:** ASAP

**Salary:** GBP £38,000 to GBP £43,000 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 see below. 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. The WCMC Flexible Working Policy is a pilot scheme, whereby employees are required to attend the Centre (office) in person for a minimum of 2 days a month. All employees MUST reside in the UK and live within a suitable distance of Cambridge to attend the office in line with the Flexible Hybrid Working Policy.
- 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 [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: 14th May 2023**



# WCMC

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UNEP-WCMC

[www.unep-wcmc.org](http://www.unep-wcmc.org)