



WCMC

AD1438 Head of Nature Economy

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

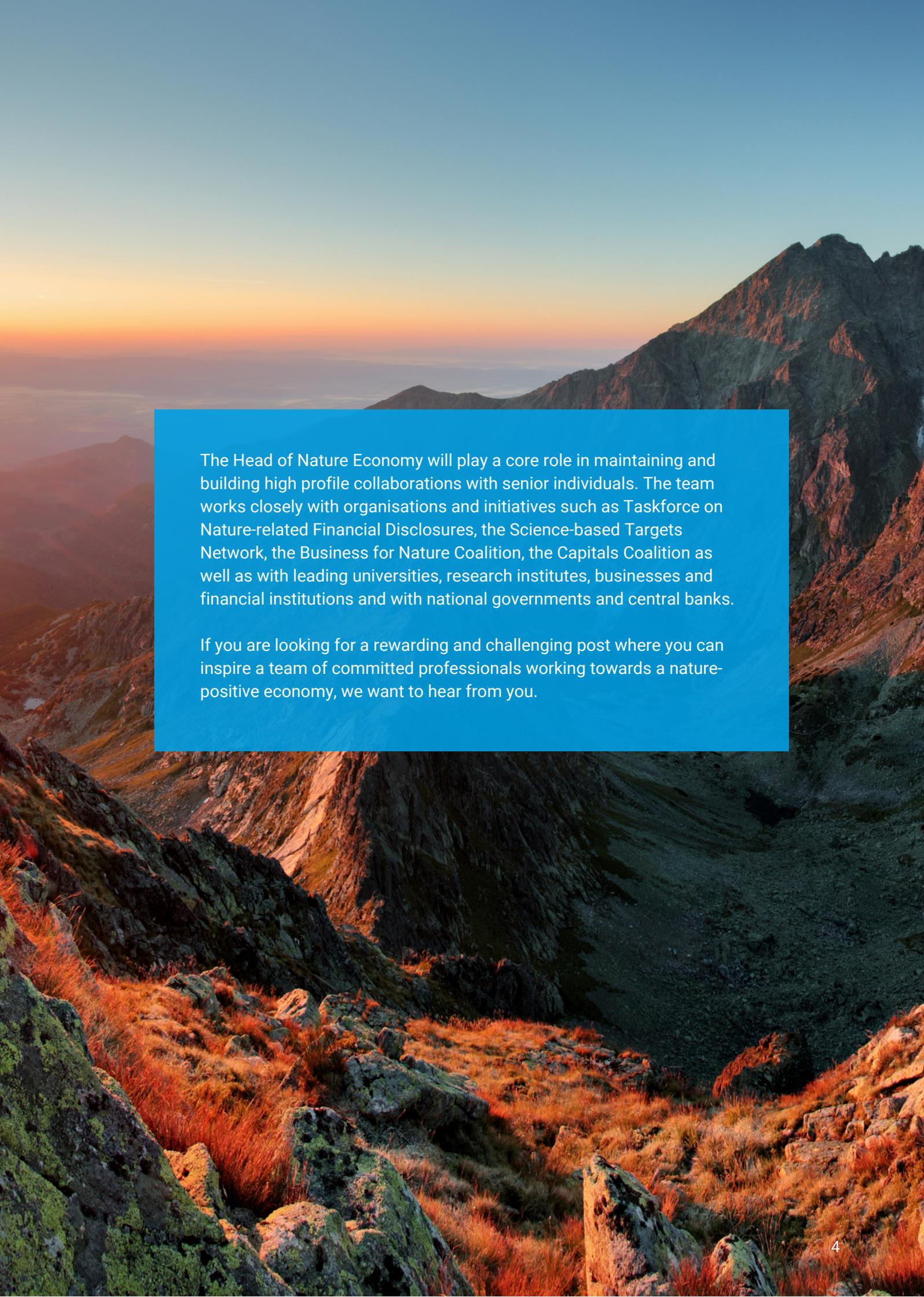


Thank you for your interest in the role of Head of Nature Economy

We are looking for a talented, motivated and experienced individual to lead our Nature Economy Team. The Head of Nature Economy is responsible for overseeing UNEP-WCMC's work seeking the transition towards a nature positive, net-zero, and socially just future. You will be an experienced leader, capable of empowering and enabling a team of around 50 professionals working with government, finance and the private sector. As a member of UNEP-WCMC Senior Management Team, you will provide strategic input to the overall running of the organisation, reporting directly to the Chief Impact Officer and working closely with the WCMC CEO and under the oversight of the UNEP-WCMC Director.

We will give you the opportunity to deliver real impact through your leadership of this successful team, working at the cutting edge of international advances in this field. UNEP-WCMC is the specialist biodiversity assessment centre of the UN Environment Programme, with a mandate to tackle the most pressing challenges facing humanity. We have a comprehensive package of benefits, and motivated, diverse and highly qualified staff and a unique role at the interface between science and policy.

You will be a demonstrated thought leader in one or more topics within the Nature Economy portfolio. In addition to your experience leading a diverse and multi-disciplinary team, you will contribute your expertise to ensure projects within the portfolio are technically and scientifically robust

A scenic mountain landscape at sunset or sunrise, with a blue text box overlaid in the center. The sky is a mix of orange, yellow, and blue, and the mountains are rugged and rocky. The foreground shows a rocky slope with some dry grass and moss.

The Head of Nature Economy will play a core role in maintaining and building high profile collaborations with senior individuals. The team works closely with organisations and initiatives such as Taskforce on Nature-related Financial Disclosures, the Science-based Targets Network, the Business for Nature Coalition, the Capitals Coalition as well as with leading universities, research institutes, businesses and financial institutions and with national governments and central banks.

If you are looking for a rewarding and challenging post where you can inspire a team of committed professionals working towards a nature-positive economy, we want to hear from you.

ABOUT THE TEAM

Our Nature Economy team energises, enables and empowers leaders across all sectors of the economy to act for nature. We support businesses, governments and financial institutions with the knowledge, tools and capacity they need to measure and account for their impacts and dependencies on natural capital. Our goal is for them to implement actions towards a nature-positive future.

Our Nature Economy team has tripled in size over the last five years. We have an established and resilient team, accustomed to delivering to an extremely high level. You will work with the Lead Economist, Principal Business and Biodiversity Specialist and Senior Programme Officers to oversee a portfolio of five focal initiatives. The team's work covers: Economy Transformations, Nature and Trade, Finance for Nature, The Proteus Partnership, and Targets and Metrics.

Our work includes some of the most exciting and impactful projects and initiatives in this field.

- We created ENCORE together with UNEP Finance Initiative and Global Canopy and through this work we've changed the way financial institutions think about dependency-related risk.
- We are delivering the TRADE Hub, a 5-year research project engaging 40 partners in 15 countries which is developing a roadmap to sustainable global trade.
- Our Proteus Partnership has been changing the way the private sector engages on biodiversity since 2003.
- We're working with the UK Government to explore how the landmark Dasgupta review can be implemented at national-level.
- We delivered UNEP's Nature Risk Profile methodology, an open-source and scientifically robust approach for integrating biodiversity into financial ratings.
- We are a core knowledge partner for the Taskforce on Nature-related Financial Disclosures, providing significant advice and input to their Framework development.



ABOUT THE ROLE

Job Description

Main Purpose of the job

To lead the development and delivery of UNEP-WCMC's work towards a nature-positive, net zero and socially just global economy, including managing of a team of business, finance and economics experts under one of four 'Impact Areas' in UNEP-WCMC's Strategy.

The current programme portfolio focuses on the following focal areas: economy transformations, nature and trade, finance for nature, corporate engagement, and targets and metrics.

The Head of Nature Economy will provide thought leadership in one or more of these areas, and coordinate the development and effective delivery of a portfolio of high-quality projects in support of a nature-positive future. They will coordinate activities within the Nature Economy 'Impact Area' to advance UNEP-WCMC's Strategy, including ensuring the appropriate resourcing and budgeting of projects.

Reporting to the UNEP-WCMC Chief Impact Officer, and under the oversight of the UNEP-WCMC Director and Deputy Director, the Head of Nature Economy will be a member of the Senior Management Team and contribute to strategy implementation, budget and business planning, pipeline development and impact reporting at organisational level.

Key Areas of Responsibility

- Leadership and coordination of programme activities under the Nature Economy 'Impact Area' ensuring integration with the wider work of UNEP-WCMC and its Strategy, including external and internal communications.
- Work with Heads of Impact and Innovation Areas and Focal Initiative Leads to develop strategic approaches that enable UNEP-WCMC to build on its highly successful work seeking a shift towards a nature-positive global economy.
- Support, and expand, the existing range of partnerships with donors, clients and collaborators through a pro-active approach to pipeline development.
- Seek new partnerships, both internally and externally, for joint activities and projects focusing on economic transformation, trade, finance, and the private sector including in relation to use of data, methodologies, targets and metrics.
- Provide leadership and coordination with other experts on business, finance and economics to ensure a high standard of quality for all relevant UNEP-WCMC outputs.
- Provide oversight and management through the whole project cycle for all projects within the Nature Economy 'Impact Area' through effective delegation and team coordination and support.

- Undertake fundraising activities with the Development and Communications Team and provide support where appropriate to strengthen team expertise in this area.
- Manage directly, or by delegation, all staff within the Nature Economy 'Impact Area' to empower a happy, thriving and high-performing team, with staff welfare at its core.
- Lead the staff development process including annual performance development reviews and monthly goal setting, and in conjunction with the Deputy Head of Nature Economy and the People Team oversee recruitment to meet identified staffing needs.
- Oversee annual budgeting and monthly budget reviews with the Deputy Head of Nature Economy for the Nature Economy 'Impact Area' and take responsibility for performance and expenditure.
- Ensuring effective communication and coordination with staff working on project linked to the Nature Economy 'Impact Area'.
- Participate in the regular Senior Management and Leadership Team meetings, and in other and ad hoc management and strategic meetings, as required. Where appropriate participate in other organisational level management groups.
- Represent UNEP-WCMC externally at relevant meetings and events.
- Ensure adherence to, and implementation of, UNEP-WCMC policies and procedures.

Other Duties

The Head of Nature Economy 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 the Centre.

Person Specification

Qualifications/Education

Essential:

- Masters degree in environmental economics, sustainability, international business, biological sciences, social sciences or similar.

Desirable:

- Postgraduate degree in a field related to a nature-positive economy.

Experience

Essential:

- Working at the interface between nature and the economy.
- Developing successful and impactful funding proposals.
- Developing and maintaining alliances and partnerships relevant to a nature-positive economy.
- Working collaboratively and effectively with practitioners and decision makers in businesses, financial institutions and government.
- Working with international organizations, businesses and financial institutions.
- Managing and developing a team of professionals in an organizational setting.
- Proven success in planning, managing and implementing complex portfolios of projects to deliver impactful outcomes.

Desirable:

- Developing exceptional working relationships with senior decision makers.
- Leading the creation of impactful deliverables, tailored to the needs to different decision makers.
- Specialist knowledge in one of the focal areas of the Nature Economy team.
- Experience working in a language other than English, with a diverse multicultural team, and with partners from different backgrounds.

Skills

- Ability to lead, empower and inspire a specialist team to achieve desired outputs and impactful outcomes.
- Exceptional communication and interpersonal skills (written and spoken) and ability to present compelling narratives to very senior audiences.
- Effective negotiation and influencing skills.
- Ability to develop and maintain effective collaborative relationships.
- Excellent project and portfolio budgeting, planning and management skills.
- Ability to think strategically, bring focus and set clear goals.
- Problem solving, critical thinking and collaboratively designing solutions to challenges.

Type of Person Required

The successful candidate will be a recognised expert in the transition toward a nature-positive economy. An intelligent and experience leader and role model, they will be able to inspire from within their team. They will be able to work closely with the Lead Economist, Principle Business and Biodiversity Specialist, Deputy Head of Nature Economy and the UNEP-WCMC Leadership team. They will lend their knowledge and skills to contribute to the success of UNEP-WCMC's strategy and show flexibility and resilience in a senior role with complex demands.

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. This is not a United Nations staff post.

OUR OFFER

Job Title: Head of Nature Economy

Team: Nature Economy

Reporting to: Chief Impact Officer

Job Reference: AD1438

Start date: Negotiable

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 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. 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 six 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 230 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: 24th September 2023

Interviews are expected to take place on the 9th and 10th October



WCMC

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