

A giant panda is perched on a thick, brown tree branch, looking directly at the camera. The panda's black and white fur is clearly visible. The background is a dense, out-of-focus green forest. In the top left corner, the letters 'WCMC' are written in a bold, blue, sans-serif font.

**WCMC**

**ITN109 Best Practice for Biodiversity  
Inclusive Spatial Planning and Other Effective  
Management Processes Internship, Nature  
Based Solutions  
Application Pack**



## ABOUT WCMC

The World Conservation Monitoring Centre (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.

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 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



# 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

## Internship Description

The UN Environment Programme 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.

Nature offers solutions to many of our most pressing global challenges, from climate change mitigation and adaptation to disease and food insecurity. In the Nature based Solutions (NbS) Impact Area, we work to ensure that the benefits of nature-based solutions for addressing climate change and other societal challenges are widely understood and valued across the public and private sectors, and that nature-based solutions are used effectively, with positive impacts for both people and nature. Among an array of work, we do this by synthesising existing knowledge and experience to support wider understanding of existing types and scales of biodiversity inclusive spatial planning, aligned with Target 1 of the Convention on Biological Diversity Kunming-Montreal Global Biodiversity Framework.

Currently the NbS team is looking for an intern to support the assessment of:

- The existing types and scale of use of biodiversity-inclusive spatial planning (SP) and other effective management processes (OEMPs) across marine and terrestrial ecosystems globally.
- What has and has not worked with respect to biodiversity-inclusive SP and OEMPs and the extent to which such processes should deliver for biodiversity and ecosystem services.

More specifically, the intern will:

- Support gathering evidence from different sources (including grey literature) to populate a database of examples of SP and OEMPs aiming to estimate the global coverage of existing plans and processes.
- Support the assessment of examples of SP and OEMPs to summarize best practice recommendations.

## Learning Objectives

- Understand the strategy, structure, operating procedures, systems, culture and values of a typical conservation organisation.
- Understand the roles of colleagues within the Nature-based Solutions team as well as the internship role to ensure effective team working.
- Gain experience of working in a project led environment and strengthen time management skills in order to ensure tasks are delivered to deadlines.
- Gain experience of working at science-policy interface.
- Improve knowledge and skills concerning data collation and management
- Gain experience in supporting the flow of information to and from key partners for UNEP-WCMC
- Produce outputs that will inform decision makers and policy audiences about elements of Target 1 of the Kunming-Montreal Global Biodiversity Framework

## Duties and Responsibilities

- Searching different databases that collate relevant information on SP and OEMPs
- Interact with the UNEP-WCMC wider team to search for relevant resources.
- Downloading, compiling, screening and reviewing documents submitted by Parties of the three United Nations Rio Conventions or related to transboundary spatial plans or publicly available.
- Data entry into the database accurately, following the defined criteria and quality assurance procedures.
- Assist the team in collating, editing and preparing reports with results of database analysis and best practices recommendations.
- Support planning for and the development of presentations and other materials to be used in team meetings.

## Requirements and Qualification

The selected candidate will be an organised and competent individual who has an interest in biodiversity conservation, biodiversity policy and improving the flow of information to better inform decision makers. In addition, the person will enjoy ensuring data is policy-relevant, and has an experience in some data management. The candidate will also be enthusiastic, proactive, flexible, and willing to learn from colleagues. Additionally, they will have the following:

- Bachelor's degree in an appropriate subject, e.g. political sciences, environmental sciences, or other relevant fields
- Experience in collation and maintenance of spreadsheets (preferably Microsoft Excel) or datasets related to biodiversity
- Interest in the Biodiversity agenda, including the Convention of Biological Diversity and related agreements that contribute to halt biodiversity loss
- Attention to detail and strong organisational skills
- Excellent written and verbal communication skills (in English)
- Ability to work both independently and as part of a team.

Location: The post holder will be expected to locate within commuting distance of our main offices in Cambridge, UK. This role is not suitable for sponsorship. This is not a United Nations Post.

# OUR OFFER

**Job Title:** Best Practice for Biodiversity Inclusive Spatial Planning and Other Effective Management Processes Internship

**Team:** Nature Based Solutions

**Reporting to:** Associate Programme Officer

**Job Reference:** ITN109

**Start date:** 4th March 2024

**Salary:** GBP 11.44 per hour

**Contract:** Temporary, fixed term contract for 11 weeks, 37 hours per week (full time)

**Location:** The post holder will be expected to locate within commuting distance of our main offices in Cambridge, UK. 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)
- Extended pay protection for serious illness that exceeds 6 months
- 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 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.

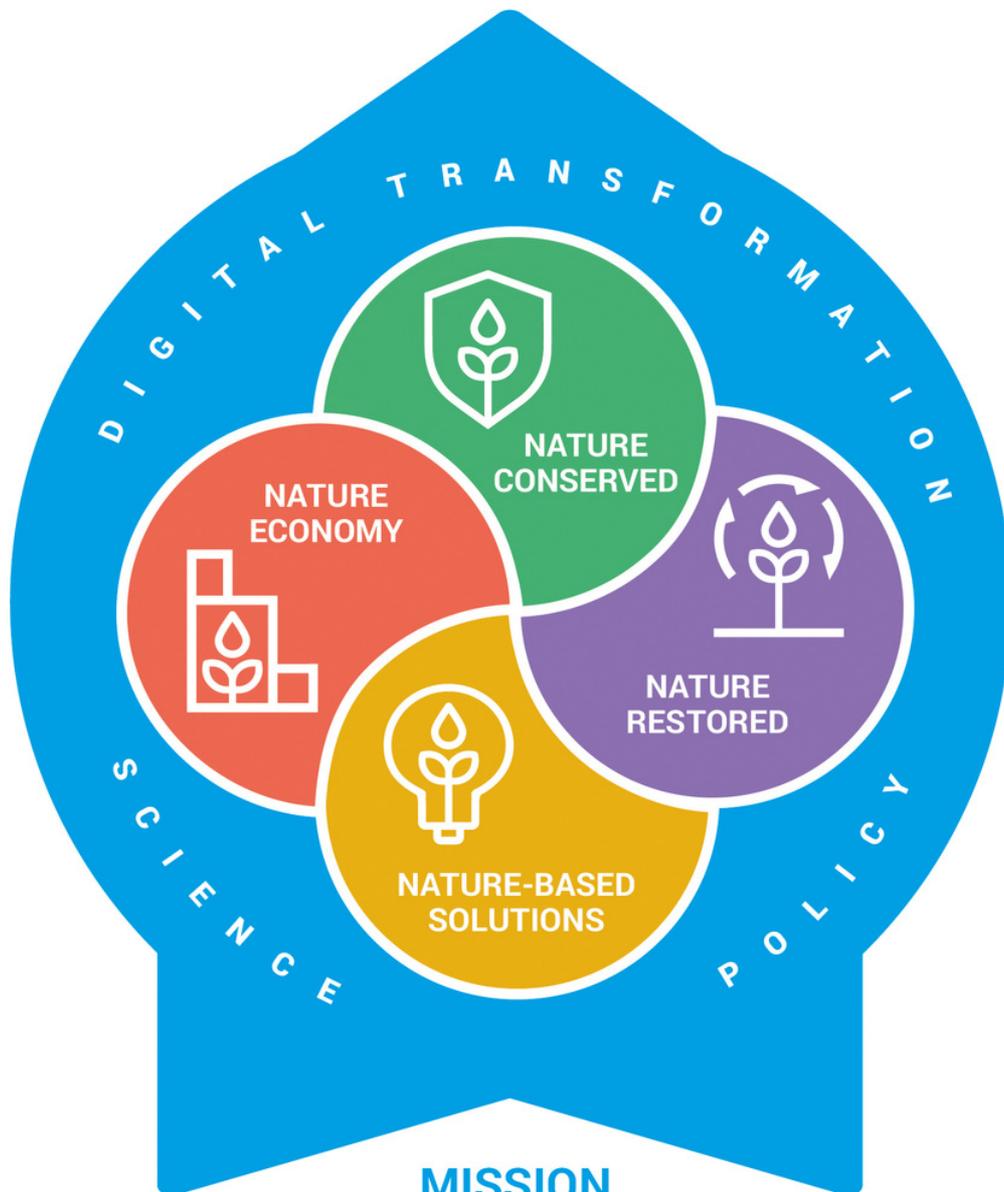
Please note there are training opportunities for longer term employees and that many of our interns have secured longer term roles following successful completion of an internship.

## 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



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

Please send your [2 page CV](#) and a short [cover letter](#) through this [link](#). Please note that application forms and personal detail forms are not required.

**If you cannot submit the application without attaching a document into the application form/personal detail form fields, 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: 11th February 2024**



# WCMC

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UNEP-WCMC

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