

A photograph of two brown bears in a forest. The bear in the foreground is looking towards the camera, while the second bear is behind it, also looking forward. The background is filled with trees and foliage, with sunlight filtering through, creating a warm, golden glow. The bears have thick, brown fur and are standing on a forest floor covered with green ferns and other vegetation.

# WCMC

**AD1479 IBAT Product Manager**  
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 IBAT Product Manager

Nature is declining globally at rates unprecedented in human history. Approximately 1 million animal and plant species are now threatened with extinction, many within decades, more than ever before in human history. The biodiversity crisis is one of the biggest global challenges facing the world today, not only for the planet in general but also for business: more than 50% of the world's GDP is moderately or highly dependent on biodiversity.

The Integrated Biodiversity Assessment Tool (IBAT) is at the forefront of the business and biodiversity space, providing practical solutions to the business and finance community. Supported by experts from 4 of the most influential conservation organisations, you will empower decision makers from global companies across a variety of sectors to incorporate authoritative biodiversity into their operational processes. You will provide critical support to one of the key platforms that companies use to understand and manage their relationship with biodiversity. Using your product skills and knowledge, you will help ensure IBAT remains the world's most authoritative biodiversity tool and continues to evolve to meet the emerging needs of a rapidly changing disclosure landscape. IBAT has a rapidly growing client base; we currently support over 200 organisations such as the World Bank Group, Google, Rio Tinto, and Nestlé, and with the growing interest in biodiversity from the private sector continues to grow year on year.

# 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. 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 TEAM

## **IBAT - Integrated Biodiversity Assessment Tool**

The IBAT Alliance is a collaboration between the United Nations Environment Programme's World Conservation Monitoring Centre (UNEP-WCMC), BirdLife International, Conservation International, and the International Union for the Conservation of Nature (IUCN). The IBAT team is a multidisciplinary, cross organisational team that sits at the heart of 4 conservation organisations. Comprising of developers, ecologists, outreach and finance experts, IBAT functions as a startup within the Cambridge conservation community, able to draw on expertise from across the IBAT Alliance while developing the IBAT platform and guiding business decision making.



# ABOUT THE ROLE

## Job Description

### Main Purpose of the job

The Integrated Biodiversity Assessment Tool (IBAT) is a web-based mapping and reporting tool used to access global biodiversity datasets with which to make better decisions around the environment. IBAT has been developed and is maintained by the IBAT Alliance, a partnership of leading conservation organizations, including UNEP-WCMC.

IBAT is the only way for commercial entities to access three of the most globally authoritative conservation datasets – The IUCN Red List of Threatened Species, the World Database on Protected Areas, and the World Database of Key Biodiversity Areas. IBAT has over two hundred clients (including the World Bank Group, Google, Rio Tinto and Nestlé), almost 25,000 registered users and an annual budget of over \$1m USD.

Through IBAT, the Alliance seeks to support both better decision-making and the improved collection, update, and management of biodiversity data to inform those decisions. IBAT is key to the strategic response of the Alliance Partners to the UN's Kunming-Montreal Global Biodiversity Framework.

As Product Manager, you will manage the development and maintenance of IBAT. Working with the development team you shape and streamline the agile (Scrum) production process. You will make strategic choices in managing the backlog, allocating resources and addressing risks and issues.

The successful candidate will work closely with the IBAT Secretariat staff to translate the strategic and user-based needs of IBAT into efficient solutions, plan and manage delivery of those solutions, and be responsible for ensuring quality throughout their design and implementation. In addition to the continuous development of IBAT you will support innovation projects, which relate to a variety of ways to futureproof the service, such as increasing the alignment with reporting frameworks (ESRS/CSRD), synergies in combining IBAT with other tools and introducing dynamic monitoring of business portfolios.

## Key Areas of Responsibility

The post holder will:

- Actively manage the IBAT backlog and sprints to deliver new features, resolve user-requests and maintain a secure and high-quality product
- Liaise with IBAT users, teams leads, governance and user committees, and translate their needs into clearly defined work packages for designers and developers
- Cultivate and manage active relationships with the IBAT partners, and dataset owners within these organizations
- Manage the IBAT roadmap, as a multi-year strategy and development pipeline based on stakeholder management across the IBAT network
- Take the lead in helping the team continually develop and improve in all aspects of our work
- Establish and continually improve ways of working across the team, by defining and refining work processes
- Represent the IBAT at meetings and conferences with partners and external stakeholders

## Other Duties

The successful postholder may be asked to undertake other reasonable activities commensurate with the level of the post.

# Person Specification

## Qualifications/Education

### Essential:

- Undergraduate degree or equivalent in a relevant field

### Desirable:

- Postgraduate degree or equivalent in a relevant field

## Experience

### Essential:

- Minimum 2 years product management experience in a software development team
- Excellent interpersonal and oral communication skills
- Ability to work independently with complete responsibility for operational excellence
- Experience of managing positive relationships with multiple teams / external teams
- Ability to prioritise work, and define proper working patterns
- Flexible approach to managing high workload with multiple tasks in a changing environment
- Logical, practical and creative approach to problem solving
- A passion for nature!

### Desirable:

- Experience working with complex biodiversity databases/datasets
- Fluency in English is required, other languages desirable
- Experience with Geographic Information Systems and relevant software
- Conservation expertise, with experience working for a conservation NGO
- Agile/Scrum certification

## Skills

- Excellent interpersonal and oral communication skills
- Fluency in English is required, other languages desirable

## **Type of Person Required**

The successful candidate will be enthusiastic, creative, and technically astute with an appetite for working within a world-class biodiversity institution. They will also understand the importance of working across disciplines and within multidisciplinary teams to find innovative solutions to global biodiversity challenges.

They will be sensitive to the needs of stakeholders and partners and understand the importance of user experience. The successful candidate will have the willingness to take on new challenges and acquire new knowledge. It is important that they are able to work with biodiversity and technical information and translate it into information that is appropriate to a variety of audiences.

The successful candidate will be a team player with excellent interpersonal and communication skills. They will have a keen interest in providing practical support and solutions to address real-world challenges.

## **Other Relevant Information**

This is not a United Nations Post.

# OUR OFFER

**Job Title:** IBAT Product Manager

**Team:** Nature Economy

**Reporting to:** IBAT Manager

**Job Reference:** AD1479

**Start date:** July 2024

**Salary:** GBP 33,000 to GBP 44,000 per annum, depending on skills and experience

**Contract:** Permanent, Full-time

**Location:** The post holder will reside in the UK. We have a flexible hybrid working policy in place, for further details, please see below. Please note that this role is not eligible for Visa 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:

- 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 where this is compatible with visa sponsorship criteria. Due to recent changes in this criteria, we are only able to offer sponsorship for our higher grade roles.

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: 8th July 2024**



# WCMC

LEARN MORE ABOUT OUR WORK IN COLLABORATION WITH UNEP:



@unepwcmc



@unepwcmc



UNEP-WCMC

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