

A close-up photograph of a giant panda sitting on a tree branch. The panda is looking directly at the camera with a neutral expression. The background is a lush green forest with sunlight filtering through the leaves.

WCMC

AD1481 IBAT Senior 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 Senior 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

Digital Transformation

At UNEP-WCMC we're building digital solutions to help save the planet.

Digital Transformation is a close-knit team of data scientists, developers, designers, user researchers, product and project managers, and development and operations specialists, supported by our team leads and administrators. We work in a collaborative and increasingly agile way internally and with other teams at WCMC to innovate and maintain outcome-oriented digital products for addressing the global nature crisis. The platforms we develop - IBAT, ENCORE, Species+, Ocean+, Protected Planet, and UN Biodiversity Lab, to name a few – are instrumental in supporting decision-makers to access the knowledge they need to generate large-scale change.

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.

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

IBAT (The Integrated Biodiversity Assessment Tool) is a web-based mapping and environmental compliance reporting tool. It is used by some of the largest companies in the world, such as Rio Tinto, Google, and the World Bank, to access critical global biodiversity datasets and make better decisions for the environment in the context of their operations.

Developed by a partnership of leading conservation organisations (the IBAT Alliance), IBAT has over two hundred paying clients, and almost 25,000 registered users. We have an annual budget of over \$1m USD.

The successful candidate will work with the engagement team and interact with users directly to discover and capture user-needs to develop IBAT. You will work closely with the IBAT Secretariat staff to translate the strategic and user-based needs of IBAT into efficient solutions. You will plan and manage delivery of selected solutions, and be responsible for ensuring quality throughout their design and implementation.

As a Senior Product Manager you will oversee a portfolio of 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.

In addition, you will manage the development and maintenance of IBAT. Working with the development team you shape and streamline the agile production process. You will make strategic choices in managing the backlog, allocating resources and addressing risks and issues. Through IBAT, the IBAT Alliance seeks to support both better decision-making and the improved collection, update, and management of biodiversity data to inform those decisions.

Key Areas of Responsibility

As the IBAT Senior Product Manager you will:

- Liaise with IBAT users, team leads, governance and user committees, to identify their needs and translate them into clearly defined work packages
- Work with a cross functional team of developers and designers to create appropriate solutions to valuable customer problems
- Manage the IBAT roadmap, as a multi-year strategy and development pipeline based on stakeholder management across the IBAT network
- Lead development, oversight and delivery of a strategic portfolio of innovation projects to maintain IBAT as a world-leading environmental data provider
- Actively manage the IBAT backlog and sprints to deliver new features, resolve user-requests and maintain a secure and high-quality product
- Cultivate and manage active relationships with the IBAT partners, and dataset owners within these organizations
- Take the lead in helping the team continually develop and improve in all aspects of our work, 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:

- Successful experience in leading the delivery of software projects on time and within budget.
- Experience of managing positive relationships with multiple teams / external teams
- Ability to work independently with complete responsibility for operational excellence
- 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.
- Experience with Geographic Information Systems and relevant software
- Conservation expertise, with experience working for a conservation NGO
- Agile/Scrum certification

Skills

- Demonstrated strong product, project and financial management skills.
- Excellent skills in managing and communicating complex user requirements to multiple stakeholders and describing technical tasks in accessible language.
- Demonstrated ability to think beyond the immediate problem, making connections when seeking solutions
- Demonstrated ability to foster, maintain and support international partnerships and networks.
- Excellent interpersonal skills, with a demonstrated ability to support junior staff.
- Fluency in English is required, other languages desirable

Type of Person Required

With expertise in product management covering a range of software projects this person will adopt a strategic outlook on the development of IBAT as well as offering strong technical skills and experience.

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 solutions to address real-world challenges and achieving impact for a nature positive world.

Other Relevant Information

This is not a United Nations Post.

OUR OFFER

Job Title: IBAT Senior Product Manager

Team: IBAT / Digital Transformation

Reporting to: Head of IBAT

Job Reference: AD1481

Start date: As soon as possible

Salary: GBP 40,000 to GBP 46,000 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. Please note we cannot offer sponsorship for this role.

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. All new starters will be required to attend the office a minimum of 3 days per week during their first three months. Employees are then 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: Sunday 25th August - we reserve the right to withdraw the vacancy if we appoint a suitable applicant, so please apply promptly.



WCMC

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