

Job Opportunity

Researcher, Cambridge, UK

We are a consultancy based in Cambridge (UK), specialising in biodiversity management. We work with leading clients across many sectors with the goal of achieving an environmentally sustainable basis for development, by delivering practical solutions for managing biodiversity risk and achieving conservation outcomes. We work at all levels from boots on the ground surveys to project level to corporate and government strategies with companies and governments on nature positive strategies on some of the most environmentally complex development projects in the world, across sectors, including energy (particularly hydropower, wind, solar, and geothermal), extractives (mining and oil & gas), agriculture, infrastructure, supply chains and finance.

Person specification

Our ideal candidate is an early-career biodiversity/conservation professional, keen to hone skills while contributing to a fast-paced specialist consultancy. You are an adept team player, comfortable working within multi-cultural teams in different environments and countries. At the same time, you are able to work autonomously and structure your own work within a senior team. The right candidate will be driven by self-motivation and a desire to deliver creative and rigorous research and outputs. You have had a developing world focus in your work, and understand that human and biodiversity issues cannot be separated.

The capacity to understand our clients' views, coupled with core ecological principles, fieldwork experience and sound biodiversity knowledge is the making of a TBC consultant. It is this ability to think creatively and put oneself in the shoes of all stakeholders, especially project proponents, that enables TBC consultants to understand risks and opportunities and to offer solutions.

You are at ease researching, digesting and dissecting large amounts of information and presenting into readable, technically sound and decision-focused reporting. We need versatile communicators and writers who can explain the value of our work to diverse audiences, as well as contribute to clear concise reports and papers. In addition, you are a problem-solver with the capacity to reduce complex issues into scientifically and politically defensible solutions that can be communicated effectively to specialists and non-specialists alike.

You are likely to come from an ecology-related background, e.g. landscape ecology, marine science, conservation planning, socio-economics, ecosystem services evaluation and/or protected areas management, all with non-OECD focus. Sector experience such as forestry, agribusiness, infrastructure, extractives and/or renewable energy will also be viewed favourably.

The Biodiversity Consultancy Ltd, 3E King's Parade, Cambridge, CB2 1SJ, UK

Tel: +44 1223 366238 enquiries@thebiodiversityconsultancy.com www.thebiodiversityconsultancy.com

Company Number: 6413116 VAT Number: 941 2882 18

If you have an affinity for nature, have worked in conservation or international environmental management, and wish to make a real change to the way the world works then this post may be for you.

Roles

- Interpretation and analysis of a wide range of environmental and social data
- Researching new sectors, clients and markets
- Supporting clients to interpret, understand and apply financial lending criteria, e.g. IFC PS6
- Researching and creating case studies to illustrate TBC approaches
- Contributing to the design of biodiversity and ecosystem services (BES) baseline surveys
- Review and implementation of impact assessment or Strategic Environmental Assessment
- Design and implementation of the mitigation hierarchy, including biodiversity offsets
- Advising on the development of government BES mitigation and offsets policies, in particular mechanisms for implementation
- Contribution to, and facilitation of stakeholder engagement processes, both remotely and in-country, with government, civil society and industry
- Research and writing on technical and scientific aspects of biodiversity, ecosystem services and natural capital, for publication
- Writing and editing succinct reports, and delivering presentations
- Networking globally within the conservation movement
- Supporting business development work, including client outreach and the creation of promotional materials
- Supporting the development of new proposals for work
- Other duties commensurate with the role.

Attributes

Essential attributes

- Two years or more experience in a non-OECD context in a relevant field, such as biodiversity conservation, natural resource management, socio-economic assessment or environmental (ecological) consultancy
- Field experience related to biodiversity, conservation and/or ecology – e.g. a species specialist / expert in biodiversity priority setting; a conservation planner; a natural resource manager; a protected areas specialist; a forest manager; a HCV specialist; and/or a biodiversity policy expert
- Familiarity with international biodiversity, socio-economics, natural resource and livelihood issues, especially in the developing world

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- A willingness to work with the private sector, understand their needs, and operate strategically within client organisations which might hold vastly different core values
- An ability to provide intellectual leadership, creativity and simplicity to problem solving
- Willingness and enthusiasm to travel globally and work in challenging environments
- Positivity and teamwork
- GIS skills
- A Masters' degree or equivalent post-graduate studies in a relevant discipline

Desirable attributes

- Previous consultancy experience
- Experience of training/mentoring biodiversity/ecosystem service professionals in non-OECD contexts
- Demonstrated track record in project management
- Experience of working across a range of communities and cultures
- Experience with IUCN red listing or species action plans, or experience with specific biodiversity survey and management methods;
- Familiarity with scientific publishing
- PhD in environmental or relevant social discipline
- Experience in one of more of the following sectors: supply chains, investment finance, mining; oil and gas; renewable energy; infrastructure; forestry; agribusiness
- Advanced GIS skills
- A proven ability to be able to work in French, Spanish and/or Portuguese.

Details

Position details

- **Location:** Cambridge, UK with the potential of some international travel
- **Full-time** (near full-time also considered)
- **Salary range:** £25,000-£30,000 PA (Full time) + benefits (25 days' holiday, work pension scheme, life insurance and flexible working opportunities)
- **Permanent contract**

Application details

Application by 19 November 2020 to recruitment@thebiodiversityconsultancy.com

Please submit:

- Your **Curriculum vitae**

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- A short one-page **application letter** explaining your interest in the job and showing clearly how you meet our job and person requirements
- Two short and pithy (max four pages each) **extracts of work** that you have written within the past two years

First interviews: Will be held by phone/Zoom/Teams

About The Biodiversity Consultancy (TBC)

We provide technical expertise, policy advice and field capacity to the private, public and NGO/science sectors. We deliver solutions to complex biodiversity challenges such as Science-based Targets for nature, No Net Loss/Net Positive Impact, international lender and best-practice standards, and biodiversity offsets. We specialise in the environmental lending criteria of major international financial institutions, including IFC PS6, EBRD PR6, WB ESS6. We conducted the first field pilots of the current IFC PS6, and are now watching these projects deliver both real biodiversity outcomes and business value.

We have leading expertise in quantitative – but clear and simple – metrics for biodiversity. This core capacity lays a foundation for emerging business needs such as measurement of loss and gain of biodiversity in impact assessment, offset design, and monitoring & evaluation. We use our breadth of expertise to develop corporate and government policy and to build national capacity to run programmes we have initiated. We exercise a due diligence process and only work with clients who demonstrate a real motivation for quality and leadership. Known for pragmatic intellectual leadership, we are a resource for problem-solving and a platform for cross-sector engagement. Examples of our work can be found at: www.thebiodiversityconsultancy.com

We are a small consultancy that places high value on its experienced and expert staff. We welcome input into TBC's broader strategic direction. We believe that the right individual will grow and flourish in TBC's stimulating, collaborative and flexible culture. Personal development is important to us and as such we offer a comprehensive, tailored induction and ongoing in-house and external training opportunities.

At heart we are committed conservationists, who believe we can make more of an impact by working with industry. We take significant steps to live our values, from a careful due diligence process with our projects and clients to environmental policies covering the way we work. We invest in the environmental leaders of the future through our internship programme. TBC also donates 12.5% of its profits to environmental causes chosen by staff.