

Job description

Strategic Director – Nature Finance

This role will lead our work in nature finance at the strategic level, setting the direction of our engagement in the sector and growing our portfolio of work in biodiversity-related risk management, nature-positive financing, and nature-based solutions.

In the position of Strategic Director, you will manage key projects and client relationships, take a lead on expanding our roster of market-leading financial services clients, and work with our technical design experts to respond to market needs through innovative solutions for sustainable finance.

As part of a team combining deep experience on biodiversity, with internationally recognised expertise, you will lead a high-performing group of sustainability and nature finance specialists working across banking, investment and insurance on risk management, asset allocation strategy, policy and investment process design.

The Biodiversity Consultancy's mission is to integrate nature into business and finance decision-making through science-based approaches. Your work with financial services companies will help scale up investments in nature-positive opportunities and develop strategies that redirect financial flows from destructive practices to the protection and restoration of nature.

Responsibilities

Strategy and business development

- Co-creation and implementation of the TBC Nature Finance strategy and business plan.
- Building strategic partnerships with financial sector stakeholders on mobilising nature finance.
- Identifying potential new clients, and developing and maintaining existing and new client relationships, including using your network.
- Negotiation, networking and relationship building with financial institutions clients and other stakeholders including industry, government, NGOs, academia, and international scientific institutions.

Management and Leadership

- Shared responsibility for operational management and decision-making within the organization, the directors are responsible for continuous improvement of our work, driving innovation and strategy implementation.
- Management and mentoring of a team of consultants, supporting technical design of projects and providing critical review, overseeing resources, performance management, and supporting professional development.
- Supporting the recruitment and selection of staff and contractors.

Project delivery

- Sponsorship and technical support for large, complex projects in the financial sector, with multiple inputs and guiding stakeholder engagement. This accountability may include overseeing timely, on-budget delivery of projects to the requisite level of quality and technical substance.

Projects may include:

- undertaking assessments to identify portfolio or project level impacts & dependencies on nature, understanding risks & opportunities, and preparing an effective strategy to mitigate risks and optimise opportunities. This encompasses interpreting technical assessment results to inform risk management, portfolio/projects selection and other strategic advisories on portfolio management.
- Environmental and Social Due-Diligence of large, complex projects across a broad range of business sectors (e.g., consumer goods, extractives, energy transition, renewables, agribusiness, finance, government,).
- Nature-based solutions portfolio selection and management.
- Interpretation and application of a range of frameworks and business drivers especially in the financial sector, including global goals, corporate policy, evolving supply-chain customer expectations and financial lending criteria for ESDD and development projects, as well as other strategic issues in the financial sector.

Innovation and communication

- Developing new technical approaches for financial sector applications, which may include; (i) using appropriate biodiversity/nature metrics or tools for assessing portfolio impacts and dependencies on nature; (ii) approaches for quantifying potential biodiversity benefits of NbS; (iii) science-based targets for financial institutions; and (iv) innovative financing models for biodiversity recovery.
- Developing new business models for TBC proprietary tools/products in the financial sector.
- Developing new strategic consultancy services for managing nature-related risks and opportunities of financial portfolios.
- Developing new business partnerships for mobilising nature finance.
- Contributing to the global agenda on transforming the financial sector relationship with nature, such as through nature positive approaches.
- Public speaking on behalf of the Biodiversity Consultancy, including writing and delivering presentations. Elevating the visibility of TBC globally as a trusted brand for nature-related risks & opportunities management in the financial sector.
- Writing and reviewing material for scientific and business press, our website, and publications.
- Other duties commensurate with the role.

Essential attributes

- At least 15 years' experience in managing ESG risk.
- Experience in ESG or sustainability gained within a financial institution.

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- Experience or in-depth working knowledge of emerging good practice approaches in managing financial risks of nature impacts & dependencies and on sustainability financial disclosures frameworks (CBD post-2020 global biodiversity framework, TNFD, EU taxonomy, EFRAG ESRS4, etc.).
- Experience of creating and directing work programmes and developing and implementing strategy.
- Good track record of business development and client relationship management.
- Substantial project management and project accountability experience.
- Experience of engaging with a diversity of local and international stakeholders, ability to work with diplomacy to understand divergent perspectives on business and conservation.
- Excellent communication skills, including public speaking, workshops and writing.
- Ability to provide intellectual leadership, creativity and simplicity to problem solving.
- Experienced people manager and inspirational leader.
- Willingness and enthusiasm to travel globally and when necessary.
- Honour's degree in a relevant subject.
- Ability to work in a diverse cultural environment.

Desirable attributes

- Background or experience in business and biodiversity and wider nature-related issues, with a focus on emerging economies.
- Experience in setting up or managing an ESG/Impact fund and experience in managing E&S performance or Impact outcomes of such funds.
- Excellent network in the sustainability and financial sector.
- Experience in managing funds for biodiversity/nature outcomes/positive impacts.
- Experience or in-depth working knowledge of biodiversity finance, such as biodiversity/sustainability-linked bonds, blended finance, biodiversity credits/conservation easements, and others.
- Familiar with 1 or more of the following: public development bank's safeguards on environment/biodiversity, carbon emission reduction verification schemes (e.g., Verra VCS, CCB, Gold Standard, etc.), and Nature-based solutions.
- A postgraduate qualification or a PhD in a relevant discipline.
- Familiarity or past involvement with deal sourcing, deal structuring, or portfolio management.
- Experience working in Africa, Latin America, or Asia.
- Proven ability to work in French, Spanish, or other languages.

Role details

- Permanent, full-time.
- £ competitive salary.
- Preferred location: Cambridge, UK, or a strategic location elsewhere in the world.

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- We have a flexible approach and would consider remote/home-working arrangements for exceptional overseas candidates. This role is likely to require international travel.
- Benefits include a non-contractual bonus, 25 days' holiday, a work pension scheme, life insurance and flexible working opportunities.

Application details

Applications by 12th December 2022. Send the following to: recruitment@thebiodiversityconsultancy.com

- Up to date Curriculum Vitae
- A short application letter explaining your interest in the job, showing clearly how you meet our job and person requirements

Early applications are encouraged, and we reserve the right to appoint earlier should the right candidate be found. The Biodiversity Consultancy is committed to diversity and inclusion and welcomes applications from all background.

About us

The Biodiversity Consultancy works with business and finance to integrate nature into sustainability strategy and practice. Since 2006 we have guided clients across sectors and around the world to respond to biodiversity- and nature-related risk and create new ways of working which deliver business value and safeguard our natural environment.

Our team are purpose-driven biodiversity and sustainability experts, trusted by household names, financial institutions, governments, and leading NGOs to deliver strategic guidance and deep technical expertise. From single sites to global systems, we equip our clients with the knowledge, capacity, and tools to create meaningful change and achieve their nature-related goals.

We place a high value on the experience and expertise of our staff and strive to create the conditions for individuals to grow and flourish in a 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 business. We invest in the environmental leaders of the future through our internship programme and donate 12.5% of our profits to environmental causes chosen by staff. More can be found about our work and our team at www.thebiodiversityconsultancy.com.