

Job description

Technical Director – Nature-Based Solutions

The purpose of this role is to support our clients and project developers who wish to develop and implement high-integrity nature-based solutions (NBS) – referring to biodiversity positive carbon projects and biodiversity/nature credits - within their overall nature strategies. You will combine the authority and experience from substantial field conservation and project development with dynamism, strategic thinking and business acumen to build The Biodiversity Consultancy's work in this space.

You will be responsible for overseeing the design and deployment of services relating to the supply of nature-based solutions for our clients, including NBS strategy development, policy and management systems. This will include taking leadership of the following current focal areas: 1) NBS opportunity and risk screening, 2) due diligence of NBS projects, including biodiversity credits, 3) NBS project development and 4) NBS project implementation and monitoring and evaluation support. You will identify and develop suitable partnerships to enable delivery of these services. Further, working with our Technical Design and Delivery team, you will support thought leadership and communications around the supply of nature-based solutions and biodiversity credits. This will include helping to shape discussions regarding developing standards for the nascent biodiversity credit market and providing biodiversity credit market orientation for clients.

As Technical Director – Nature-Based Solutions, you will report to the Strategic Director – Nature Finance and work closely with the Technical Directors for Nature Finance for mainstream finance and for impact investing/green finance. You will work closely with our Nature Strategies team and Technical Design and Delivery team. As Technical Director, you will have significant autonomy to develop and mature TBC's services/product offerings for NBS, oversee key projects, manage client relationships and provide technical support for project delivery. You will also take a direct project management and delivery role for the most technically challenging projects. The role will involve line management of a team of consultants, which you will build out over time as you grow our work in this sector.

The Biodiversity Consultancy's mission is to integrate nature into business and finance decision-making through science-based approaches. Your work with business and financial institutions will help scale up investments in high-integrity nature-based solutions in support of a nature-positive future.

Responsibilities

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

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Strategy and business development

- Supporting the development and implementation of our Nature-based Solutions Strategy, including leading identification of NBS services and products for different market sectors, defining requirements, and working with our Technical Research and Development team to develop science-based offerings.
- Supporting the development of positioning and marketing materials to communicate TBC approaches, products and services for NBS.
- Develop/maintain links with relevant industry and stakeholder bodies, project proponents and best-in-class project developers, forums and initiatives to have market oversight and drive mainstreaming of good practice.
- Responsible for business development to fulfil our strategic objectives, namely bringing in impactful, interesting strategic clients and projects, which meet the revenue target, including a focus on scaling the supply of high-integrity NBS.

Management and Leadership

- Responsibility for operational management within the NBS team.
- Management and mentoring of a team of consultants, supporting technical design of projects and providing critical review, performance management, and supporting professional development.
- Support the recruitment and selection of staff and contractors.
- Deputising for the Strategic Director Nature Finance as required.

Project delivery

- Project management and oversight: supporting clients in developing NBS strategy, policy and management systems; technical design and critical review of complex nature-based solutions projects; and ensuring timely delivery of on-budget projects to the requisite level of quality.
- Technical project work across design, implementation and monitoring of NBS projects, including elements such as risk identification, design and implementation of baseline surveys, impact assessment, biodiversity metrics, theory of change / management planning, revenue sharing, legal and institutional set-up.
- Environmental and social due diligence for NBS developers and corporates. clients and lenders.

Innovation and communication

- Supporting thought leadership on ensuring suitable, high-integrity, uses of nature-based solutions by business and finance.
- Developing approaches, metrics and tools to enable high integrity scaling of nature-based solutions, in areas of sensitive biodiversity in emerging economies, in collaboration with our Technical Design and Delivery team.
- Public speaking on behalf of TBC including writing and delivering presentations and webinars.
- Writing and reviewing material for scientific and business press, our website and publications.

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Essential attributes

- At least five years' experience of field-based conservation, with a demonstrable track-record of implementing best practice, socially-equitable, conservation approaches.
- Ten years' experience of leading the development of carbon projects (e.g., REDD+) to recognised carbon standards. Including developing NBS strategy, policy and management systems.
- Deep understanding of the potential and the pitfalls of nature-based solutions as a component of nature strategies for business and finance.
- Experience working in at least one of Africa, Latin America or Asia.
- Good track record of business development and client relationship management.
- Substantial complex 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

- Experience or in-depth working knowledge of conservation and NBS certification schemes (e.g., IUCN Nature-based solutions standard, IUCN Green List of Well-managed Protected and Conserved Areas, VCS, CCBA) and high integrity frameworks (e.g., ICVCM).
- Broader background or experience in business and biodiversity and wider nature-related issues, with a focus on emerging economies.
- Good track record of business development and client relationship management.
- Experience of working in a consultancy.
- Demonstrated appreciation and understanding of social issues in conservation, based on practical experience.
- Demonstrated understanding of pragmatic biodiversity monitoring and evaluation approaches.
- A postgraduate qualification or a PhD in a relevant discipline.
- Proven ability to work in French, Spanish, or other languages.

Role details

- Permanent, full-time.
- £75,000-£85,000 plus profit-share bonus.
- 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

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.