

Job Opportunity

Global Consultant (Fluent Spanish)

We are a consultancy specialising in biodiversity management. Our main base is in Cambridge (UK) and we have a growing number of consultants located in strategic sites around the world. Whilst our base is in Cambridge, we would accept applicants who live in a European City to work from home, after an initial induction period. Regular travel to the headquarters would be expected.

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 advise on some of the most environmentally complex development projects in the world, across sectors, including renewable energy (particularly hydropower, wind, solar, and geothermal), extractives (mining and oil & gas), agriculture, infrastructure, consumer goods and finance.

Person specification

You are an outstanding individual who is able to take a strategic approach to designing and working on projects in diverse situations in both English and Spanish. Our ideal candidate is a biodiversity/conservation professional able to make decisions and feel at ease working autonomously. We are looking for an adept team player, comfortably able to work within multicultural teams in different environments and countries. The right candidate will be self-motivated and possess a desire to deliver creative and rigorous solutions. Our consultants have developing world focus and understand that human and biodiversity issues cannot be separated in such countries.

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.

Being at ease digesting, dissecting and summarising large amounts of information into readable, technically sound and decision-focused reporting is a core skill. We need versatile communicators and writers who can explain the value of our work to diverse audiences, as well as write clear concise reports and papers. In addition, we are looking for 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.

Successful candidates are likely to come from an ecology-related background, e.g. landscape ecology, marine science, HCV assessment, conservation planning, socio-economics, ecology consultancy, ecosystem services evaluation and/or protected areas management, all with non-OECD focus. Sector experience such as finance,

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

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Company Number: 6413116 VAT Number: 941 2882 18

consumer goods, forestry, agribusiness, infrastructure, extractives and/or renewable energy will also be viewed favourably.

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 we look forward to receiving your application.

Roles

- Interpretation and analysis of a wide range of environmental and social data
- Supporting clients to interpret, understand and apply financial lending criteria, e.g. IFC PS6
- Management and critical review of small-medium projects with multiple inputs and collaborators, ensuring timely delivery of on-budget projects to the requisite level of quality and technical substance
- 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
- Design and application of appropriate metrics for BES loss/gain accounting
- 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
- Developing new business in line with TBC strategy and due diligence framework
- Other duties commensurate with the role

Attributes

Essential attributes

- Three years or more practical experience in a relevant field, e.g. biodiversity conservation, natural resource management, socio-economic assessment or environmental consultancy
- Field experience related to biodiversity, conservation and/or ecology, e.g. species specialist/ expert in biodiversity priority setting; conservation planner; natural resource manager; protected areas specialist; forest manager; HCV specialist; and/or biodiversity policy expert

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- Broad desktop research skills and experience, including experience of understanding a region's conservation status in terms of habitat and biodiversity, impacts from industry and level of protection
- Proven ability to work on multiple projects
- Familiarity with international biodiversity, socio-economics, natural resource and livelihood issues, especially in the developing world
- Experience of managing and delivering small projects
- A willingness to work with the private sector, understand its 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
- Proven ability to work in Spanish
- A Masters' degree or equivalent post-graduate studies in relevant disciplines

Desirable attributes

- Experience of training/mentoring biodiversity/ecosystem service professionals
- Solid, technical background and education in marine science
- Demonstrable 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: finance; consumer goods; mining; oil and gas; renewable energy; infrastructure; forestry; agribusiness
- GIS skills
- Significant field experience in sub-Saharan Africa, Asia and/or Latin America
- Environmental (ecological) consultancy experience
- Proven ability to work in French and/or Portuguese is highly desirable

Details

Position details

- **Title:** Global Consultant (Fluent Spanish)
- **Duration:** Permanent
- **Location:** Cambridge, UK with potentially significant international travel (as permitted)
- **Full-time** (near full-time also considered)
- **Salary range:** £30,000-£45,000 PA (Full time) + benefits (25 days' holiday, work pension scheme, life insurance and flexible working opportunities)

Application details

Please submit your application to recruitment@thebiodiversityconsultancy.com at your earliest convenience and no later than **22nd February 2021**

- **Curriculum vitae**
- 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 succinct (max four pages each) **extracts of work** that you have written within the past two years – preferably one in Spanish
- Details of where you saw our job advert
- **Interviews:** Will be held by phone/video-conference

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 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, such as 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 biodiversity footprinting over complex value chains, measurement of loss and gain of biodiversity in impact assessment, offset design, and monitoring & evaluation. We are now part of Science-Based Targets Network, co-leading the Biodiversity Hub developing SBTs for biodiversity. 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

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We are a small consultancy that places high value on its experienced and expert staff. This is a new position which we hope will be shaped by you. We also 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.