

# Nature Project Manager Job Description and Person Specification

## About rePLANET

rePLANET is a for purpose company, driving large scale ecological restoration and protection through private sector funding in locations all around the World. The primary objective is to restore and conserve landscapes, by generating carbon and biodiversity credits, driven by private sector funding. All our projects, ensure that, at a minimum, 60% of the revenues of any carbon or biodiversity credits generated and sold are returned to local stakeholders and that they are the main beneficiaries of the projects. The five main areas of rePLANET's operations are:

1. Blue Carbon via Mangrove Restoration
2. Native Forest Restoration with Improved Agriculture
3. Marine Ecosystem Protection and Restoration
4. Protection of High Value Nature Sites
5. Nature-based Advisory Services

As the private sector has become increasingly aware of their responsibility towards nature restoration and protection, rePLANET has established itself as a leading project developer. rePLANET has pioneered the design and implementation of the Wallacea Methodology as a means to quantify biodiversity in a scientifically rigorous manner to validate Nature Positive claims that can be converted to biodiversity credits and sold to fund landscape scale restoration initiatives. Consequently, rePLANET's knowledge and expertise are in high demand from organisations around the world who are hoping to establish biodiversity and carbon credit funded projects, and we are therefore looking to expand our team to keep up with the demand that is being made for our project development and advisory services.

## About the Role

The Nature Project Manager is a dynamic and varied role that sits within the Consultancy and Project Development teams. You will work internally with colleagues from across the organisation and external partners to develop high quality biodiversity and carbon credit projects that will achieve specific and targeted biodiversity, climate, and socioeconomic benefits in the project region. To achieve this you will:

- work collaboratively and effectively with project partners to gather the information required to design impactful conservation interventions in the project area;
- familiarise yourself with the socioecological background of the project region to ensure that suggested interventions are ecologically and culturally valid and appropriate;
- liaise with the Community Development team to ensure that the project has mechanisms in place that will maximise benefits to local communities;
- produce the initial project concept and project design documents that are needed to garner interest from potential investors;
- submit the project paperwork to the certifying body that will issue the biodiversity and carbon credits generated over the project's lifespan;
- work with the Finance team to develop detailed project budgets that will allow the financial feasibility of the project to be assessed;
- design biodiversity data collection methodologies and sampling strategies that align with the Wallacea Methodology to allow the Nature Positive claims of the project to be verified by a third-party;
- project manage landscape-scale ecological survey campaigns;
- work with partners on a consultancy basis to deliver the services outlined in their contract with rePLANET.

This role will evolve with the changing needs of the organisation, and the skills that the selected candidate brings to the job. The job description should therefore be seen as enabling rather than restrictive.

This is a permanent position (subject to a three-month probation period) remunerated in the region of £34,000pa subject to experience.

## Person Specification

Selection Criteria	Essential (E) / Desired (D)	Assessed at: Application (A) / Interview (I)
<b>Qualifications:</b>		
Undergraduate degree in a relevant discipline	E	A
Higher degree (i.e. Master's or PhD) in a relevant discipline	D	A
<b>Experience:</b>		
Partnership management	E	A/I
In-field collection of ecological data	E	A/I
Research project design	E	A/I
Working with local communities	D	A/I
Developing a 'Theory of Change' in a conservation context	D	A/I
Budget management	D	A/I
Project management	D	A/I
Conference presentations	D	A/I
<b>Skills and Knowledge:</b>		
Demonstrable knowledge of the principles of experimental design	E	I

Understanding of the role that private finance has to play in funding nature restoration and the key challenges and barriers that currently exist to its widescale adoption as a funding mechanism	E	I
Ability to analyse and evaluate data and use findings to inform decisions	E	A/I
Ability to write clearly, accurately, and concisely whilst working towards tight deadlines	E	A
Knowledge of the environmental policy landscape in the UK	D	I
GIS and mapping skills	D	A/I
Familiarity with R and/or other coding languages	D	A
<b>Competencies and Personal Attributes:</b>		
Ability to react flexibly to changing priorities	E	I
Ability to manage workload self sufficiently	E	I
Strong interpersonal skills to manage partner relationships without conflict	E	I
Ability to work in a team both in-person and remotely	E	I
Desire to contribute to the protection and restoration of species, habitats, and ecosystem through the stimulation of private finance	E	I

We welcome applicants from all backgrounds, and understand that not every good candidate will fulfil all of the criteria listed above in the person specification. If you are interested in the role but feel that there are some gaps in your knowledge or skills, please contact Max Bodmer ([max.bodmer@replanet.org.uk](mailto:max.bodmer@replanet.org.uk)) to discuss whether it would be advisable to submit an application.

## Working arrangements

rePLANET staff work remotely for most of the year but there is an expectation that they are available for in-person 'block weeks' at the rePLANET HQ in Lincolnshire four times a year (i.e. once per quarter). The exact dates of the block weeks will be arranged no less than 4 weeks in advance of the next in-person meeting. During these block weeks you will be required to work from the head office from 13:00 on Monday until 13:00 on Friday. rePLANET also reserves the right to request staff to work at the HQ or another location outside of these 'block weeks', and reasonable notice will be given when this is required. These time periods will not exceed a maximum of four weeks over the course of the year.

rePLANET works on projects around the world and there is an expectation that all staff are prepared to work for extended periods overseas. As a minimum you will be required to be available for a minimum of three periods of up to three weeks each abroad each year. Reasonable notice will be given for any requests to work overseas.

## Next Steps

If you would like to apply for this role please submit your CV and a cover letter describing your suitability for the position making reference to the selection criteria outlined in the above Person Specification. Applications will be accepted until a suitable candidate is found and should be submitted to [max.bodmer@replanet.org.uk](mailto:max.bodmer@replanet.org.uk). Please apply early to avoid disappointment.

rePLANET is experiencing a significant period of growth and it is therefore likely that multiple positions of a similar nature will become available in the next few months. If you are not offered the position in this round of recruitment but would like your CV to be kept on file for consideration as other opportunities arise, please indicate this in your cover letter.