

# Job Opportunity:

## Senior Principal Consultant

### Cambridge, UK

#### About The Biodiversity Consultancy (TBC)

We are a consultancy based in Cambridge (UK) specialising in biodiversity management. We provide technical expertise, policy advice and field capacity to the private, public and NGO / science sectors. The consultancy delivers solutions to emerging biodiversity challenges such as No Net Loss / Net Positive Impact, IFC PS6, Critical Habitat, biodiversity offsets, biodiversity metrics and indicators, and ecological impact assessment. We develop corporate and government policy; we follow through to programme design and development on the ground; we design, develop and implement field programmes whilst building national capacity to run programmes we have initiated. The consultancy has a position within the rapidly growing field of business and biodiversity by providing analytical skills, networks and policy knowledge to levels not generally available within larger environmental consultancies. 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.

We specialise in the environmental lending criteria of the major international financial institutions, such as IFC PS6, EBRD PR6; and those of Equator banks / EPFIs. We conducted the first field pilots of IFC PS6 2012 and delivered the first projects through financial close against these new lending requirements. We have developed dedicated expertise in quantitative, clear metrics for biodiversity, and this core capacity lays a foundation for several emerging business needs including measurement of gain and loss of biodiversity in impact assessment (metrics and currencies), offset design and monitoring / evaluation protocols. Examples of our work can be found on

[www.thebiodiversityconsultancy.com](http://www.thebiodiversityconsultancy.com)

## Job description

**Title:** Senior Principal Consultant

**Duration:** initially offered as a two-year contract

**Location:** Cambridge, UK with potentially significant international travel

**Part-time/full-time:** Full-time (near full-time also considered)

**Salary range:** £50,000 to £65,000 PA (Full time)

TBC wishes to recruit an exceptional individual as Senior Principal Consultant to deliver a number of key projects and manage client relationships. The post is initially offered as a two year contract on a full-time or near-full time basis.

You are an outstanding individual who is able to take leadership decisions and a strategic approach to designing and leading projects in diverse situations. At the same time you are an adept team player, comfortably able to work within multi-cultural teams in different environments and countries. Self-motivation and rigour will be essential. An ability to think creatively and put oneself in the shoes of our clients is critical. This capacity to understand our clients' views coupled with core ecological principles and biodiversity knowledge common to conservation planners / ecologists / protected area specialists is the making of a TBC consultant.

You will be politically savvy and able to communicate your ideas succinctly and clearly to non-specialists. You enjoy building good relations with colleagues working in nature conservation, mining, developing world environment ministries, oil and gas engineers, and specialists from the world's multilateral and commercial banks.

The chosen applicant will have outstanding writing skills, being able to digest, dissect and summarise large amounts of information into readable, technically sound précis. We need excellent communicators who can write clear concise reports and papers. Importantly, the chosen candidate will be possess a brilliant analytical mind with the capacity to reduce complex problems into scientifically and politically defensible solutions.

You are probably already well-established within the field of nature conservation and probably bring a specialist field with you from your past: eg biodiversity priority setting; IUCN Red Listing; conservation planning; ecosystem services and/or marine ecology. You have had a non-OECD focus in your work, and understand that human and biodiversity issues cannot be separated in such countries. You are therefore able to describe and negotiate the approach a mining company is taking to biodiversity and ecosystem service management to national stakeholders: the Environment ministry, the NGOs and scientists; an outstanding individual will also be able to listen to and build ownership of a company's approaches within the local communities themselves.

## Roles

- Project Management: consisting of technical design and critical review of projects, and ensuring timely delivery of on-budget projects to the requisite level of quality
- Client relationship building and management
- Technical project work for clients, and building biodiversity and ecosystem services management / risk assessment capacity within client teams, including elements such as design and implementation of baseline surveys, biodiversity metrics, ecosystem services reviews, impact assessment, and mitigation hierarchy, including biodiversity offsets
- Direct negotiation and/or relationship building with industry, government, NGOs, international financial institutions and scientific institutions
- Developing strategic and innovative proposals of work with new or existing clients, and in new and existing sectors, including using your own network
- Speaking on behalf of TBC to maintain our careful line between pragmatism and rigour
- Development of government biodiversity and offsets policies
- Working as an advisor to Financial Lenders on whether a client is meeting their standards; and conversely with the clients themselves to explain / negotiate what is required by these standards
- Networking within the conservation movement, especially in Cambridge, and also with universities
- Leading stakeholder engagement processes, both remotely and in-country, with government, civil society and industry
- Writing scientific or policy papers and other articles, dependent on client commitments
- Management of junior TBC consultant(s). This consists of Personnel management (time / resources management) in addition to project management
- Contributing to the progressive and strategic development of TBC
- Other Senior Principal Consultant level work, as requested by the TBC Directors

## Attributes

### Essential attributes

- At least ten years' experience in biodiversity conservation
- Experience of managing and delivering multiple complex projects
- Excellent writing and verbal communication skills, able to convince sceptical stakeholders
- An acute understanding of human politics and institutional dynamics
- Experience of supervising or managing individuals and/or small teams
- A willingness to work with the private sector, understand their needs, and operate strategically within client organisations which might hold vastly different core values
- Familiarity with international biodiversity, ecosystem services, natural resource and livelihood issues, especially in the developing world
- An ability to provide intellectual leadership, creativity and simplicity to problem solving
- Sufficient GIS skills (map making and basic analysis) to communicate with our GIS team.
- Willingness and enthusiasm to travel globally and work in challenging environments
- Positivity and teamwork
- A good Honours or preferably Masters degree or other postgraduate qualification in relevant disciplines

### Desirable attributes

- You are probably a PhD or Masters graduate with 10+ years of experience in biodiversity conservation
- Preferably a background as a field conservation specialist, understanding how to make conservation theory work in practice with communities and governments
- An expert in biodiversity priority setting; a conservation planner; a protected areas specialist; HCV specialist; ecosystem services specialist or in biodiversity policy.
- Experience in IUCN red listing
- Familiarity with scientific publishing
- Experience in management of ecosystem services and other human community – biodiversity issues such as
- Multinational mining or oil and gas experience
- Proven ability to be able to work in French and/or Spanish
- PhD in environmental discipline
- More advanced knowledge of GIS.

## Details

### Position details

- The post is initially offered as a two year contract with intention to continue for the right candidate.  
Location: Cambridge, with potentially significant international travel. The consultant will work from the TBC Cambridge office.
- Salary range: £50k-£65k full time per annum
- Information also at [www.thebiodiversityconsultancy.com](http://www.thebiodiversityconsultancy.com)

### Application details

**Applications as early as possible. By 1 July 2015 at the latest:** Send the following to [recruitment@thebiodiversityconsultancy.com](mailto:recruitment@thebiodiversityconsultancy.com)

- 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 pithy (maximum four pages each) extracts of work that you have written within the past two years
- A one-page brief to the CEO of a mining company to explain *either* 1) what a biodiversity offset is, and the risks and opportunities of undertaking one as part of IFC PS6 alignment or 2) what ecosystem services are and what and why a project needs to consider as part of IFC PS6 compliance.
- Interviews: Will be held by phone or in person.