



JOB DESCRIPTION & PERSON SPECIFICATION

Job Title	Nature-based Solutions and Carbon Manager
Line Manager	Head of Programme Quality and Advocacy
Location	Bristol, United Kingdom (negotiable), occasional overseas travel
Flexibility	Office-based with potential for home working
Type of Contract:	FTE
Salary:	£39,234 p.a. pro rata

Purpose of the Role:

An exciting opportunity has arisen at Tree Aid for a Nature-based Solutions and Carbon Manager to join our growing organisation. Join Tree Aid as we expand our operations in a rapidly evolving field to further increase our impact and influence across the drylands of Africa. In this critical period in the global fight against climate breakdown, this newly created position will play a key role.

We are recruiting a confident and experienced professional, passionate about the protection or restoration of natural ecosystems, to provide technical expertise to support the development and implementation of high-quality, impactful nature-based solutions (NbS) projects in Tree Aid countries of intervention (Burkina Faso, Ethiopia, Ghana, Mali, Niger and Senegal). They will be involved in evaluating the carbon sequestration potential, marketing, trading and sale of resulting carbon credits and on how to channel climate finance and carbon markets in the most effective, equitable and sustainable manner to the benefit of the communities Tree Aid serves. As a result, the individual will need to be comfortable working with data at different scales and levels of certainty and analysing forest growth and yield models to produce estimates of environmental commodity/credit generation.

This role will also work closely with our Advocacy Advisor to help amplify the impact of our work, deliver on our international influencing strategies and in helping Tree Aid achieve lasting change across the drylands of Africa.

Tree Aid is open to applications from individuals with varying years of experience and expect that there will be considerable growth opportunities in this role with exposure to investment underwriting, investment management, and investor engagement.

Key responsibilities

NbS Project Development, Carbon Financing and Implementation (70 %):

- Technically lead and backstop NbS projects during the whole project life cycle
- Lead pre-feasibility carbon analysis (forest growth and yield modelling) of different NbS promoted by Tree Aid to assess realistic long-term projections of forest carbon potential as well as delivering high-impact social and environmental co-benefits
- Use a full range of spatial (GIS), database, spreadsheet, programming and other tools to process, calculate, analyse and perform quality control on raw and finalised forest carbon data
- Analysis of forest inventory and related data using standard approaches and software
- Design and evaluate forest inventories and sampling protocols for estimation of carbon and other forest inventory variables
- Keep up to date on new methodologies under different third-party certification standards, tools, and remote-sensing technologies that influence carbon and ecosystem markets
- Set-up and manage the Monitoring, Reporting and Verification (MRV) plan and ensure that credit issuance timelines are met. This will require working closely with external consultants, verifiers, and contractors, Designated Operational Entities (DOE)
- Develop and maintain productive partnerships with all project stakeholders including community-led organizations; research scientists; contractors; and local, state and federal government agencies to advance projects
- Develop understanding of relevant regulatory policies in project regions and trends in voluntary and compliance carbon markets related to nature-based carbon removal
- Identify and develop new projects, programs, and partnerships; successfully and regularly bring in new projects conceptualized with these partners

Technical Advice, Capacity Building and Learning (20%):

- Lead on technical advice and mentoring across country programmes and partners to train, supervise, and strengthen capacity development of staff.
- Support and share key learning and help to create an environment for innovation.
- Support Advocacy work to influence international processes and sustainable investment mechanisms for NbS.

Representation (10%)

- Serve as a recognized subject matter expert in the field
- Represent Tree Aid at relevant fora related to sustainable finance and investment for NbS, in UK, UN and multi-lateral lobbying as required,
- Represent Tree Aid-UK at relevant meetings, panels and workshops.
- Any other duties as directed by the Line Manager.

Person Specification

Personal Qualities

- A passion for, and commitment to, international development and to issues affecting rural smallholder farmers in dryland Africa. (E)
- Alignment with Tree Aid's vision, mission and values. (E)
- A global outlook with cultural sensitivity that takes into account ethnic, religious, language and geopolitical differences in all areas of Tree Aid's work. (E)
- A problem-solving, proactive and positive approach to work (E)
- Commitment to working with a value-based organisation. (E)
- Proven ability to quickly get up to speed on complex issues and to communicate them clearly to management (E)
- Ability to thrive in a medium, dynamic, growing organisation where you will drive your own projects as well as shape the organisation's overall approach. (E)

Experience

- 3 to 5+ years proven track record in dealing with NbS and voluntary carbon projects with proven certification standards, including managing finances and coordinating work to meet deadlines (E)
- Familiarity with carbon project development process, including forest carbon modelling (forest growth and yield models), quantification, monitoring and/or verification (E)
- Strong scientific and technical skills that include a mixture of financial modelling, data analysis and proficiency in geospatial analysis software packages (QGIS, GEE) (E)
- Experience with forest inventory data and analysis (E)
- Understanding of different carbon accounting standards and methodologies in a technical capacity or within an investment or project development context (E)
- Background in remote support for developing country offices and staff. (D)
- Experience in report writing (for funding agencies and publications). (D)
- Experience of working with rural development programmes in dryland Africa. (D)

Qualifications

- Bachelor's or Master's in forestry, forest biometrics, natural sciences or natural resource management or a related discipline. (D)

Skills/Knowledge

- Strong research, evaluation and analytical skills. (E)
- An attention to detail, ensuring development of and adherence to robust systems that withstand external scrutiny (E)
- Strong field work experience, interactions with farmers and communities

- Good understanding of UK and international policy on climate and/or environmental policies (D)
- Advanced skills in Microsoft Excel (E)
- Proficiency in managing, querying, and analysis of data within a relational database environment (E)
- Excellent written and spoken English. (E)
- Good working knowledge in French (part of the interview process will be conducted in French). (E)
- Strong interpersonal skills and ability to work in a multi-cultural team (E)
- Excellent communication (presentation and written) and facilitation skills (E)
- Self-motivated with good organisation, planning and management skills (E)
- Ability to work under pressure (E)
- Ability to travel and to perform field work in remote areas (E)

Any candidate offered a job with TREE AID is required to sign TREE AID's safeguarding policy and agree to conduct themselves in accordance with the provisions of the policy. This role requires DBS checks.