

JOB DESCRIPTION

Technical Director –
Markets and
Standards



About VCMI

The Voluntary Carbon Markets Integrity Initiative (VCMI) is a task force dedicated to ensuring the integrity and credibility of voluntary carbon markets worldwide through creating a Code of Practice that governs the use of carbon credits.

By creating and advocating for clear norms and standards, we aim to provide a path for companies to accelerate credible net zero climate action. To achieve our goals, we must attract participation from corporates, governments, non-profits, and civil society organizations; and we must clearly communicate a shared aspirational vision that resonates emotionally and powerfully among stakeholders.

We launched the draft Code of Practice for public consultation in early June and it was road tested by a group of over 60 companies. Looking ahead, we will refine the document by incorporating corporate and public feedback, seek to grow adoption of the standards amongst global organisations and assess the potential for widening the scope of the Code.



Why join VCMI?

Our People Strategy is very simple.

Hire intelligent, driven, skilled people who share our values and passion. Set them clear and challenging goals. Provide a supportive environment. Give them autonomy. And get out of their way.

We believe passionately in what we're trying to achieve – our work could have significant implications for the future of the planet.

This is an exciting stage in our development as we move from being a proof of concept idea to a fully incubated entity. Joining us now means being able to directly influence the way we work beyond your own role and help develop our organisational culture. And, given the positive feedback VCMI has received, the opportunity to shape the future of voluntary carbon markets and broader corporate climate action.

We prize the agility our size affords us and will avoid placing unnecessary obstacles in the way of our people doing their very best work. We treat our people as individuals and respect them for who they are. We believe that teams with diverse skills, backgrounds and ways of thinking create a more stimulating workplace and deliver higher quality results.

To achieve this, we embrace truly flexible global working, recognising that optimal work/non-work balance is unique to you and that your personal wellbeing is the foundation of performing at your best.

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Salary: Circa £120k plus benefits

Location: Location and working hours flexible

About the role

We are now seeking an experienced professional with a background in carbon markets and corporate climate action to form part of our Executive Management Team and lead the organisation's technical work, including the further development and implementation of the Claims Code of Practice.

The Director of Standards will lead on the delivery of critical workstreams with key outputs being;

- A high-quality Claims Code of Practice published ideally by the end of Q1 2023
- A broadly accepted governance and assurance framework for the Code published in parallel with the Claims Code
- White papers (contracted externally) on links with Paris Agreement Article 6 accounting; boundaries, materiality and coverage of Scope 3 emissions; assessing company progress towards their GHG mitigation targets; and the sectoral impacts of the VCMI Claims Code
- A refreshed Expert Advisory Group that provides insightful and timely advice to the VCMI Steering Committee and Executive Management Team

This is a new role, arising from the expansion of our team. As such, the job description is flexible, and you will have the opportunity to directly influence the specifics of the work you are responsible for above and beyond the core requirement of the role. This is a global role so will require international travel and a willingness to flex hours to communicate with partners.

The person we are looking for

You will be able to demonstrate;

- Knowledge of development and implementation of environmental standard-setting and assurance mechanisms
- Knowledge and experience of carbon markets, including UNFCCC market mechanisms and voluntary carbon markets
- Experience of playing a critical role in high-level multi-stakeholder political and regulatory engagement processes delivering high-ambition outcomes
- A broad understanding of corporate climate action, including target-setting, progress assessment and relevant external initiatives and standards
- Outstanding facilitation, negotiation and diplomatic skills.

The ideal candidate would also be able to demonstrate;

- Experience of implementing environmental standards and frameworks in a corporate setting
- Experience serving on the Secretariat of a governance body or international initiative
- Knowledge of greenhouse gas accounting and reporting
- Knowledge of corporate climate change disclosure systems and requirements
- Experience working in different geographies and cultures
- Knowledge of government regulations covering environmental labelling and consumer protection, corporate environmental disclosure and carbon credits.

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How you will make an impact

- Lead the development and implementation of VCMI standards, guidance, and codes of practice.
 - Lead the development and implementation of relevant assurance systems.
 - Identify key pieces of analysis required and oversee work specification, selection of external contractors (where needed) and peer review and maintain quality control of outputs.
 - Manage VCMI grant-making and management on issues related to the scope of the role
 - Support the Executive Director and facilitate decision-making by the VCMI Steering Committee by ensuring a flow of timely, high quality and intelligible information, including covering technical elements
 - Facilitate and oversee the operations of the VCMI Expert Advisory Group.
 - Form part of the Executive Management Team along with the Executive Director, Director of External Affairs and Operations Director, contributing to the short and long-term strategy of the organisation and taking co-responsibility for the delivery of the VCMI implementation plan.
- Manage a small team of technical experts on carbon markets, corporate climate action, reporting and disclosure and climate regulation.
 - Together with the Director of External Affairs, identify key external partners that will support and complement VCMI's work
 - Support the Director of External Affairs in delivering a work plan that leads to the incorporation of VCMI's standards and guidance into relevant government regulation.

Our Employment Offer

- 28 days annual leave
- Private Medical Insurance
- Contributory Pension scheme
- Personal Wellbeing Allowance
- Personal Development Allowance
- Total Flexible Working Policy

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Why we might not be the right choice for you

We want our people to enjoy their time at VCMI by allowing them to be themselves and placing them in situations where they will thrive. However, that means different things to different people. We may not be a great fit if:

– You prefer very clear boundaries around your role and responsibilities.

We are a small team with a simple structure that relies on flexibility and agility. You'll sometimes be asked to stretch upwards, responsible for deliverables at the edge of your comfort zone, but you'll also be expected to "muck in" with a high level of self-sufficiency. Your job description will evolve as the project proceeds.

– Personal achievements are more important to you than collective efforts.

We want everyone to grow and succeed, but the team results always come first. This may mean at times we'll ask you to prioritise a colleague's deliverable over your own. Achieving our goals won't be down to one or two superstars. It will be because we collaborate as a team, support one another, and see the best in each other.

– You want a clear long-term career path within an organisation.

Our size means we cannot promise to promote everyone that joins us, but we do promise to create an environment that helps everyone grow whatever their personal goals. We know and accept that for some of our people the career ladder will lead them to other organisations. We'll be proud of our contribution to their growth.

– You would prefer a role with well-established processes and solutions.

You are likely to be the first person doing your job at VCMI. There will be an absence of explicit work instructions and process. In fact, we'll be asking you to create these and determine the best way to deliver on our objectives.



Our Cultural Roadmap

We understand how difficult it can be to judge an organization's culture from the outside, particularly in the early stages of being a start-up when the detail is still evolving.

To give you a sense of our planned direction, here are some links to material that has inspired us and hopefully gives you a sense of the working environment we're committed to building.

[Forget the pecking order at work](#)

[The Leader as Coach](#)

[Fundamentals of team](#)

[Discovering Your Authentic Leadership](#)

[The Non-Profit Paradox](#)

How to apply

To apply, please send a copy of your CV along with a cover letter to [**recruitment@vcminegrity.org**](mailto:recruitment@vcminegrity.org).

Role posted: 10/10/22

The Voluntary Carbon Markets Integrity Initiative (VCMI) is a multistakeholder platform to drive credible, net zero aligned participation in voluntary carbon markets (VCMs).