

JOB DESCRIPTION

Engagement Manager



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 offsets.

By creating and advocating for clear norms and standards, we aim to provide a clear and transparent path for companies to achieve Net Zero targets. 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 is currently being road tested by a group of over 60 companies. Over the next three years 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.

Engagement Manager, Voluntary Carbon Markets

Salary: Circa £75,000 plus benefits

Hours: 37.5 hours per week,
flexible pattern

Location: Flexible, Global

About the role

We are seeking a professional with a background in stakeholder engagement, climate finance and carbon markets form part of our Policy and Partnerships team.

The Engagement Manager will lead on the delivery of critical workstreams, with key outputs being:

- VCMI stakeholder engagement short- and medium-term strategy agreed
- VCMI stakeholder engagement groups constituted, with diverse membership and Terms of Reference secured, to enable effective outreach and engagement with business, civil society and IPLC group
- A pipeline of companies from around the world committed to pilot and implement the VCMI Claims Code
- At least four partnerships with relevant initiatives and/ organisations to help drive uptake of the VCMI Claims Code so it becomes a global norm of best practice

The person we are looking for

You will be able to demonstrate

- Knowledge and experience of stakeholder outreach and engagement, including international convening and facilitation to build consensus on complex issues among a diverse range of organisations
- An understanding of corporate decision-making
- Excellent relationship building and management skills, overseeing contracts/ grants/ partnerships to deliver high-ambition outcomes on climate issues
- Outstanding strategic thinking and entrepreneurial approach to problem-solving and workstream delivery
- Expertise and sincere interest in carbon crediting and/ or other forms of beyond value chain mitigation as a key tool for climate mitigation, and high motivation to advance this topic in direct collaboration with civil society, IPLCs, and the private sector
- Excellent oral and written communication and presentation skills. Spoken and written fluency in English
- Excellent analytical and writing skills and ability to explain complicated topics to diverse audiences in an engaging and understandable manner
- A good team player, with a proven ability to work effectively across disciplines and in inter-cultural settings, delivering on different priorities and deadlines under time pressure

The ideal candidate would also be able to demonstrate

- Team leadership and management experience
- Experience serving on the Secretariat of a governance body or international initiative
- Understanding of carbon markets and / or voluntary corporate climate action including environmental disclosures and certifications
- Experience working in different geographies and cultures
- Additional language skills

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How you will make an impact

- Develop and lead VCMI's stakeholder engagement strategy, including organising and facilitating VCMI stakeholder group convenings
- Relationship building and management of key partners to develop and deliver on shared aims
- Identify additional workstreams needed to address priority issues for VCMI's work, lead specification, selection of contributors (including external contractors and / or grantees, where needed) and manage delivery
- Form part of the Policy and Partnerships team and contribute to the team's wider work. Line management of other member(s) of the Policy and Partnerships team
- Represent VCMI externally, organise convenings of international stakeholders, interact directly with key stakeholders and participate in conferences
- Support the Technical team in delivering a final VCMI Claims Code and Assurance Model



Our Cultural Roadmap

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

Here are some links to material that has inspired us and hopefully gives you a sense of the working environment we're looking to create.

[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: 17/11/22

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