

**JOB DESCRIPTION**

# Policy Associate



## About VCM I

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The Voluntary Carbon Markets Integrity Initiative (VCM I) 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.

# Policy Associate, Voluntary Carbon Markets

**Salary:** Circa £50,000 plus benefits

**Location:** Flexible, Global

**Hours:** 37.5 hours per week,  
flexible pattern

## About the role

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

The Policy Associate will lead on the delivery of critical workstreams, with key outputs being:

- A refreshed government engagement and ‘pathway to regulation’ strategy, including organisation and delivery the next phase of the VCMi country contact group and follow up to the ‘VCMs Access Strategies’ pilot to deliver capacity-building to host country governments
- Policy analysis and knowledge products on key issues relating to high integrity voluntary carbon markets and VCMi’s work
- At least two policy-focussed partnerships with relevant initiatives and/ organisations
- Training materials to effectively convey VCMi’s approach to policymakers, practitioners, companies, and other stakeholders

## The person we are looking for

### **You will be able to demonstrate**

- Knowledge and experience of carbon markets, including UNFCCC market mechanisms and voluntary carbon markets
- An understanding of government policy processes
- 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 governments and international organizations

- 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**

- Experience serving on the Secretariat of a governance body or international initiative
- International engagement and convening experience on policy issues
- Direct experience working with or in government on carbon markets issues
- Experience in climate finance, grant making and grant/ contract management
- Experience in negotiating policy outcomes internationally
- Experience working in different geographies and cultures
- Additional language skills
- Knowledge of government regulations covering environmental labelling and consumer protection, corporate environmental disclosure and carbon credits

# Policy Associate, Voluntary Carbon Markets

## How you will make an impact

- Lead VCMI's policy analysis, government engagement and 'pathway to regulation' workstreams, including developing the strategy to accelerate incorporation of VCMI's standards, guidance and other outputs into relevant government regulations
- Provide the point of contact for government and policy relationships and the Country Contact Group, including to gather input from external bodies into VCMI's work and to contribute VCMI's knowledge and expertise into other policy-relevant processes
- Develop dedicated projects relating to policy and government engagement and manage contractor and grantee relationships
- Form part of the Policy and Partnerships team and contribute to the team's wider work
- Represent VCMI externally, help organise convenings of international stakeholders, interact directly with public/private sector 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).