

JOB DESCRIPTION

Manager – 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 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.

Manager - Markets and Standards, Voluntary Carbon Markets

Salary: Circa £75,000 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 corporate climate target setting, carbon markets and Monitoring Reporting and Verification to join our Technical team.

Reporting to the Technical Director and managing at least one Programme Officer, the successful candidate will play a crucial role in developing and finalising key products, including the VCM Claims Code and accompanying assurance framework. Key outputs of the Technical team will include:

- A fully operational Expert Advisory Group providing rigorous analysis and opinions to the VCM Steering Committee
- A series of briefing documents outlining options on key issues covered in the VCM Claims Code
- A finalised VCM Claims Code accompanied by a User Guide and reporting template
- An assurance framework that enables robust verification of claims made under the VCM Claims Code
- Guidance on other forms of Beyond Value Chain Mitigation

The person we are looking for

You will be able to demonstrate

- Knowledge and experience of corporate climate target setting, building certifiable standards and/or carbon markets
- An ability to synthesize complex and often conflicting ideas and present them clearly in both written and spoken form
- A willingness to listen and understand competing perspectives and retain an objective position when assessing and summarising them
- Experience of managing advisory groups and contractors providing external analysis
- Experience in managing small teams
- A genuine interest in how carbon markets and other forms of beyond value chain mitigation can accelerate and deepen greenhouse gas mitigation
- Excellent oral and written communication and presentation skills. Spoken and written fluency in English
- A proven ability to be a team player but also to work independently under your own initiative and meet challenging deadlines

The ideal candidate would also be able to demonstrate

- Knowledge of Monitoring, Reporting and Verification, assurance and auditing processes
- The Paris Agreement's Article 6 mechanisms
- Corporate GHG accounting and reporting
- Experience serving on the Secretariat of a governance body or international initiative
- Experience working across multiple regions and cultures

How you will make an impact

- Contribute directly to the finalising the VCMI Claims Code of Practice which will enable companies to use voluntary carbon markets with high integrity and so channel additional finance to where it is most needed for greenhouse gas mitigation and sustainable development
- Contribute directly to the development and roll-out of the VCMI assurance programme which will enable scrutiny of corporate climate claims and provide confidence to investors, consumers and other stakeholders
- Lead work on defining high integrity use of carbon credits by financial institutions
- Develop work on other forms of Beyond Value Chain Mitigation
- Represent VCMI in public fora and meetings with stakeholders



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).