JOB DESCRIPTION

Technical Associate – Markets and Standards
About VCMI

The Voluntary Carbon Markets Integrity Initiative (VCMI) is a global non-profit empowering governments, companies and other non-state actors to make a real impact on climate action. VCMI provides guidance to engage in voluntary carbon markets with confidence. Our mission is to deliver tangible benefits to the atmosphere, protect nature, and expedite the transition to ambitious, economy-wide climate policies and regulation.

What we do

Our Claims Code of Practice enables companies to make ‘Carbon Integrity’ claims, recognizing their commitment to going above and beyond their science-aligned emissions cuts to accelerate global net zero. Our Access Strategies program supports host-country governments to establish policies and processes needed to underpin their country’s participation in high-integrity voluntary carbon markets (VCMs). From how to integrate VCM engagement into country plans to meet Nationally Determined Contribution (NDC) commitments, to the monitoring, reporting and verification systems of project developers, this program enables governments to work closely with VCMI to develop clear strategies for countries to harness the power of VCMs as instruments to deliver ambitious climate and economic goals.
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 enter our second year and plan to expand our core team to build upon our early start-up foundations and increase our impact.

Joining us now means you will still be able to directly influence the way we work beyond your own role, help develop our organisational culture and help 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.
Technical Associate – Markets and Standards

About the role

We are seeking a professional with a technical background in corporate climate action and carbon markets to join the Voluntary Carbon Markets Integrity Initiative (VCMI) as an Associate within the Markets and Standards team. Some of the key outputs of the Technical team this coming year will include:

- Development of additional VCMI claims and guidance to boost integrity in the voluntary carbon markets (VCMs), and continuous improvement of existing VCMI guidance such as the VCMI Claims Code of Practice;
- Coordinating inputs through engaging with an Expert Advisory Group which provides rigorous analysis and inputs to the VCMI Steering Committee;
- Engagement with key players within the VCMs to generate more transparency around the use of carbon credits and corporate climate claims;
- Monitor uptake of VCMI claims to establish best practice in corporate use of voluntary carbon credits and engage with key stakeholders such as corporates to increase uptake of VCMI claims and guidance.

In particular, it is expected that the associate assists the technical managers in the development of additional product developments, with an initial focus on the finalisation of the Scope 3 Flexibility Claim in 2024, as well as on the analysis of options for the establishment of a registry system and the establishment of a claims data verification process.

The successful candidate will play a critical role in:

- Providing technical support to develop and finalise key products, such as additional VCMI Claims. Specifically, the candidate will help to finalise the Scope 3 Flexibility Claim working closely with key stakeholders including standard setters and corporates, to test the applicability of the Scope 3 Flexibility Claim. The candidate will also provide support in developing the methodology and calculations underpinning this claim, incorporating feedback from stakeholders and consultations. The candidate will play a key role in driving forward the roadmap for overall development of the Scope 3 Flexibility Claim, which is currently published in Beta version on the VCMI website.
- Developing and further improving VCMI’s Monitoring, Reporting & Assurance (MRA) processes. This includes playing a key role in monitoring and analysing data submitted to VCMI’s Claims Reporting Platform and identifying best practices within the corporate landscape, as well as market trends in the VCMs that may impact VCMI’s work.
- Providing support and developing solutions to build a robust claims reporting system that can be scaled up and independently managed, monitored and verified. This will be critical to the credibility of VCMI claims.
- Helping to coordinate and prepare for engagement with key stakeholders such as the Expert Advisory Group and business alliances which are interested in VCMI’s work.
- Reviewing final technical documents to be published to ensure texts are clear and with correct grammar application.

Salary: Circa £50,000 plus benefits
Location: Flexible, Global
Hours: 37.5 hours per week, flexible pattern
The person we are looking for

You will be able to demonstrate:

– Exceptional analytical and research skills, and an ability to synthesize complex ideas.

– Ability to prepare clear concise briefing notes, background papers and presentations.

– Ability to analyse, interpret, and communicate quantitative data and insights using appropriate tools and methods.

– Excellent oral and written communication and presentation skills. Native English speaker.

– Knowledge of climate policy and carbon markets. Knowledge of carbon markets does not need to be advanced, but an understanding of the foundations of the voluntary and compliance carbon markets will be helpful, as well as latest market trends affecting the voluntary carbon market.

– A genuine interest in how carbon markets and other forms of beyond value chain mitigation can accelerate and deepen greenhouse gas mitigation.

– A team player, with ability to be flexible and work independently under pressure.

– Comfortable communicating and engaging with external stakeholders.

The ideal candidate would also be able to demonstrate:

– Knowledge of voluntary carbon market and corporate climate action standards, including emissions reduction target setting frameworks.

– A background in economics, finance, or environmental science.

– Knowledge of more than one language.

– Experience working in different geographies and ability to work cross-culturally

How you will make an impact

– Contribute to developing additional VCMI claims and guidance that 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 to the development of the VCMI monitoring, reporting and assurance process which will increase transparency and accountability around the use of corporate climate claims and provide confidence to investors, consumers and other stakeholders.

– Support to respected leaders and international experts in the field of climate policy and carbon markets.

– Provide insights and analysis that informs internal and external discussions on voluntary carbon markets and their uses including as a critical tool to help limit global temperatures from rising above 1.5°C.

– Develop research that informs innovations in the voluntary use of carbon credits and its role in influencing and developing high integrity compliance carbon markets.

Our Offer

– 28 days annual leave

– Private Medical Insurance

– Contributory Pension scheme

– Personal Wellbeing Allowance

– Personal Development Allowance

– Flexible Working Policy
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

Our culture deeply matters to us, but we understand how difficult it can be to assess from the outside, particularly for a young, fast-moving organisation. We want our cultural values to be more than nice words – they describe the attitudes, behaviours, and ways of working that we think will enable us to be successful as a group and develop as individuals.

Capturing the entirety of our culture in a job description is hard to do but we have some core beliefs that we build around.

**Results-Driven, People-Focused:** We’re serious about delivering results, emphasizing outcomes and performance within a supportive and positive culture.

**The Team Comes First:** We succeed as a team. Individual wins are great, but what we achieve together matters more.

**Wellbeing as a Foundation:** Personal well-being is essential for peak performance. Staying healthy and balanced enables us to do our best work.

**Coaching for Growth:** Coaching drives our continuous improvement. We learn, innovate, and take risks together, fostering a supportive environment for growth.

**Quiet Leadership:** Leading here means guiding and inspiring, not commanding. We all have a voice and a chance to steer.

**Guided by Pro-social Behaviours:** We act with kindness, collaboration, and responsibility, prioritizing positive impact on the wider community and each other.

**Diverse Team, Individual Value:** We believe in the power of a global team, enriched by the diversity of its individuals. Encouraging everyone to be their authentic self is at the heart of our culture.

We’ve been hugely inspired by this incredible TED Talk by Margaret Heffernan.

If you feel the same, we’d love to hear from you.

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**How to apply**

To apply, please send a copy of your CV along with a cover letter to recruitment@vcmintegrity.org.

Role posted: 19/02/24
The Voluntary Carbon Markets Integrity Initiative (VCMI) is a multistakeholder platform to drive credible, net zero aligned participation in voluntary carbon markets (VCMs).