

Policy Associate, Access Strategies

Salary: Competitive, commensurate with experience, plus benefits (generous annual leave allowance, private healthcare, generous employer pension contribution, annual wellbeing allowance)

Location: Global, remote-first. Location and working pattern flexible (applications from candidates based in South Asia, Africa or Latin America preferred)

Hours: 37.5 hours per week, fixed term to December 2026, extension possible

Working pattern flexible, work across time zones is expected given the global nature of VCMI and the Access Strategies Program.

About VCMI

The **Voluntary Carbon Markets Integrity Initiative (VCMI)** is a multi-stakeholder initiative that supports high-integrity carbon markets as a tool to accelerate global climate action. VCMI works with governments, businesses, and civil society to ensure carbon markets contribute effectively to the goals of the Paris Agreement.

VCMI's [**Access Strategies Program**](#) supports governments in emerging markets and developing economies (EMDEs) to engage effectively in high-integrity carbon markets, leveraging financial flows that truly benefit these countries and regions. EMDEs are often most vulnerable to the impacts of climate change, requiring significant amounts of climate finance to fund their climate and nature-related priorities, such as building climate-resilient infrastructure and developing low-carbon economies.

High-integrity carbon markets can rapidly channel private finance to these regions, enabling investment in real-world climate projects that protect nature, create green jobs, and reduce and remove emissions.

A core component of the program is [supporting CVF-V20 member countries to leverage high-integrity carbon markets](#) to finance their Climate Prosperity Plans—multi-phase national strategies for investment and technology access designed to transform climate risks into bankable opportunities. VCMI's partnership with the CVF-V20 identifies carbon markets as one of several key levers to help unlock an additional US\$20 billion in annual financing for V20 countries.

Read more about VCMI's offer and culture here: <https://vcmintegrity.org/working-at-vcmi/>

The role

We are seeking a professional with a background in climate finance, carbon markets and government policy to form part of our Carbon Market Access Strategies team. The **Policy Associate** will lead on the delivery of critical workstreams related to VCMI's Access Strategies Program.

Key responsibilities

- Support VCMI's policy analysis and Access Strategies program government engagement, including with CVF-V20 member countries, gathering input from external bodies to contribute to VCMI's knowledge dissemination and capacity building across the carbon market ecosystem.
- Support the development and delivery of dedicated technical assistance projects, trainings and workshops designed to help build the enabling conditions for EMDEs to benefit from carbon finance flows, and effectively convey VCMI's guidance to policymakers and other key market stakeholders.
- Support VCMI's Access Strategies team's wider work, including fundraising and grant management. Conduct policy analysis of carbon market trends, updates, and evolving policies and objectives relevant to VCMI's mission and priority workstreams.
- Support the communication of knowledge products on key issues relating to high integrity carbon markets and VCMI's Access Strategies program outputs.
- Represent VCMI externally, help to organize convenings of international stakeholders, interact directly with public/private sector stakeholders and participate in conferences.

Who we are looking for

Essential criteria

- Knowledge and experience working on carbon markets and carbon finance, including UNFCCC carbon market mechanisms and high integrity voluntary carbon markets.
- An understanding of government policy processes, and prior experience working in government or closely engaging government officials on climate related topics.
- Expertise and interest in carbon finance as a tool for mobilizing broader climate and development finance, and high motivation to advance this topic in direct collaboration with governments and international organizations.
- An understanding of the carbon finance technical assistance ecosystem (e.g. across MDBs, regional alliances and donors).
- Excellent oral, written, communication and presentation skills including proficiency with PowerPoint. Spoken and written fluency in English.
- Excellent analytical skills and ability to explain complicated topics to diverse audiences in an engaging and understandable manner.
- A team player, with a proven ability to work effectively across disciplines and diverse cultural settings, delivering on different priorities and deadlines under time pressure.

Preferred criteria

- Experience working on international climate and/or development programs in emerging and developing economies.
- International engagement and convening experience on technical policy issues.
- Direct experience working with or in government on carbon markets.
- Knowledge of government regulations relevant to carbon market participation, as well as best practice relating to indigenous peoples and local communities engagement, and benefit sharing.
- Experience in climate finance, grant making, contract management, monitoring and evaluation.
- Experience working in different geographies and cultures.
- Additional language skills.

How to apply

To apply, please send a copy of your CV along with a short cover letter that clearly demonstrates how you meet the above selection criteria for this role to recruitment@vcmintegrity.org by no later than 5pm on Friday 13 February. Applications will be reviewed on a rolling basis, early applications are advised.

Please ensure that the subject line of your email follows the format 'Access Strategies Associate – FULL NAME'.

Following review of written applications, shortlisted candidates will be invited to a first-round interview. Candidates successful at this stage will then be invited to a second-round interview focused on cultural alignment. Depending on the number of applications received, there may be additional stages in the recruitment process.

Role posted: 16/01/26