



## Biodiversity & Natural Capital Specialist

### Overview:

The successful candidate will take the lead in building out biodiversity and natural capital risk management as part of service offering, supporting clients by developing meaningful analysis and generating decision-useful insights. We're an early stage company in a rapid growth stage, with a small but collaborative and energized team.

Climate Risk Services offers advisory services alongside development of product solutions for managing climate risk. On the advisory side, we support clients through governance of climate as a material risk issue and a regulatory compliance issue, building an understanding of how climate should factor into business and operational strategies, developing robust risk management processes and frameworks, and data-based analysis and assessment of climate risks for markets, investment or lending portfolios, and at the asset-level. On the product development side, we are building exciting platform-based enterprise level solutions to support our clients in embedding climate into strategic and financial decision-making. We're focused on turning climate data science into actionable insights, bridging the gap between climate science and financial and operational decision-making.

### What you'll be doing:

You will take the lead role in building out this area of the business, right from establishing our internal practices to building early client relationships to apply and improve those practices. You'll be immediately client-facing, developing and delivering trainings to clients, with follow-on responsibility to identify and understand client needs, then work with the data and analytics team to develop analysis to meet them. You'll take the lead on developing approaches and methodologies, and will also contribute to product development by applying an understanding of client needs and tangible outcomes.

Some of your responsibilities will include:

- Developing and delivering training content and workshops on biodiversity and natural capital risk for businesses
- Developing frameworks, approaches, and methodologies for understanding and assessing biodiversity and natural capital risks for businesses across all of upstream value chain, direct operations, downstream value chain
- Supporting identification and understanding of client needs, together with project leaders
- Contributing to development of data models for biodiversity and natural capital risk evaluation, working closely with our data and analytics team
- Supporting development of recommendations and implementation plans, for clients to act on insight and opportunities for managing risks and acting on opportunities
- Scanning and benchmarking against emerging best practices
- Monitoring and reporting internally emerging best practice developments to help keep the team up-to-date in this new topic area

### What we're looking for:

We're looking for someone who has strong interpersonal skills, and can work at both a strategic level and detailed level. You are high capacity and take initiative.

This role seeks to blend business and risk with biodiversity and natural capital. To succeed in this role, you will have some experience across both. This could look like:

- At least 5 years of experience in a biodiversity / natural capital / conservation-related role;
- Degree in a relevant discipline, for example environmental management, biology, ecology;
- Experience in professional services or a corporate organisation preferably in a risk or strategy-related role.

OR, it might look like:

- At least 5 years of experience in professional services or in a corporate role ideally related to risk management and/or strategy;
- Degree in a relevant discipline, for example business, finance, economics;
- Experience in biodiversity and natural capital assessment (such as environmental impact assessments) or other conservation or environmentally-related work.

Ideally, you will also have outstanding skills and experience in one or more of following areas:

- Post-graduate degree in a relevant discipline is an asset;
- Understanding of and the ability to articulate the links between biodiversity and natural capital with business risk and value creation;
- Excellent written/verbal communication skills & interpersonal skills, collaborative approach;
- Self-starting, entrepreneurial mind-set, and desire to grow the business.

#### What we offer:

The opportunity to be at the forefront of creating impact in an emerging topic area. You'll be in at the ground level of building something exciting and with significant growth potential, in a topic area that is accelerating in importance. You'll also get:

- Variety. Spend 80% of your time on your primary role and 20% contributing to other projects and initiatives, to build your experience and add your unique value across the company.
- Development. We'll build your skills and knowledge of climate, from mitigation through adaptation and into risk management; both internally and externally.
- Exposure. We're a small company, so you'll see inside everything from setting strategic goals for the year through to building products from the ground up.
- Growth. We're growing, and so will you. Significant potential to step up in role and responsibility as our growth accelerates, while developing into a subject matter expert.
- Excitement. You'll be part of a fun, informal, and collaborative team that is excited and passionate about the work we do and the potential we see.

Compensation will be commensurate with experience and ability to add value. In addition to salary, we offer a performance-based bonus, flexible working options, 25 days holiday annually, and consideration for equity.

#### Location

Preference for candidates to be located in either Oxford, United Kingdom or Amsterdam, Netherlands. Potential for flexible working, in hours or location.

### Diversity & Inclusion

Climate Risk Services believes that diversity is critical to achieve our goals of innovation and building value for our clients. All applications will receive consideration for employment without regard to ethnicity, religion, gender, gender identity or expression, sexual orientation, nationality, disability, age, or social background.

### How to Apply

Send a cover letter and your CV to [careers@climateriskservices.com](mailto:careers@climateriskservices.com) with subject line, “Application for Biodiversity Specialist Role”. Applications will be reviewed on a rolling basis.