



## Biodiversity Markets Program Manager

### Summary

One of our goals is to speed up the pace and scale of restoration in the U.S. and around the world so that it can match the need for nature offsets and credits that address the damage caused by new development, even sustainable development, and meet the needs of corporate and finance policies. Offsets are one of the best solutions to provide durable and valuable water, biodiversity and nature benefits to match both public and private impacts.

With the right policies, financial market incentives, and technology tools in place, the next decade could see a \$100 billion investment in restoring nature and biodiversity. Not protecting nature – which is worthy of its own investments - but restoration of nature.

Now, for the first time in history, most countries across Europe and North America have binding policies and regulations that require new construction and infrastructure that would damage biodiversity, nature, and aquatic habitats to either avoid that damage or replace the damage through restoration. In addition to these expanding regulatory standards, biodiversity is increasingly a focus of corporate and other voluntary offset needs, but cost-effective systems are lacking that provide trustworthy credit opportunities in ecological restoration. Both voluntary and regulatory sectors are equally important in driving restoration.

EPIC aims to support the development of high quality biodiversity credit programs as a key strategy for attracting billions of dollars in investment toward reversing extinctions and building resilience to climate change. We understand the policies and principles that will lead to high quality credit programs, and we need to apply the best possible strategies to build a strong biodiversity credit market that avoids the pitfalls of poorly designed carbon credit programs.

### About EPIC

The Environmental Policy Innovation Center (EPIC) builds policies that deliver spectacular improvement in the speed and scale of environmental progress. A nonprofit start-up, EPIC is committed to finding and highlighting the best approaches to scaling up results quickly. EPIC focuses on clean water, endangered species, environmental markets and the use of data and technology in producing environmental and public health outcomes. Our largest program is focused on delivering better, safer and more affordable water infrastructure to disadvantaged and historically underinvested communities. EPIC operates through a fiscal sponsorship with the Sand County Foundation.

### Position Description

EPIC seeks a Program Manager for a full-time, salaried position. This hire will lead an effort to:

1. educate others about biodiversity credit standards for U.S. and international buyers that meet the needs of U.S. forest owners and operators
2. influence evolving standards, principles and protocols for the voluntary biodiversity credit markets,

including through our work in the Biodiversity Credit Alliance and other partnerships

3. support the development of standards which attract capital to U.S. working forests that incentivizes biodiversity outcomes, and
4. help test at least three credit methodologies on three properties in the U.S. with which we are working with landowners and/or credit developers. The biodiversity credits that will reward forest landowners for producing quantifiable (including modeled) gains in biodiversity in restored forests or forests managed for biodiversity and the projects will create a replicable base for more work in the U.S.

### Activities

- Work with partners to develop biodiversity credit protocols based on those partners' previous experience and programs from within and outside the US.
- Coordinate closely with EPIC's executive director and Restoration Economy Center team to amplify work to improve procurement and permitting for restoration projects, share lessons learned, and iterate on policy efforts to enshrine biodiversity protection and restoration.
- Write papers, blogs and LinkedIn posts, host or participate in webinars, develop conference talks and content, and otherwise share publicly EPIC's lessons learned and viewpoints on the emerging and developing biodiversity credit markets for an audience of policymakers, NGOs, relevant private sector players, and other similar stakeholders.
- Coordinate and expand partnerships with investors and businesses, in the U.S. and internationally, and create funded and valued roles for EPIC in those partnerships.
- Use the above external communications strategies to expand EPIC's network and visibility as a thought leader on biodiversity crediting, and the standards and practices that will make this new market succeed.
- Investigate, understand and analyze challenges and opportunities related to biodiversity credit markets and environmental justice communities, and other impacts (positive and negative) on marginalized communities, and recommend ways to ensure biodiversity credit markets contribute to the prosperity of these communities.

### To be successful in this role, you will:

- **Leverage creativity and innovation.** Employ creative problem-solving skills to identify challenges and adaptive solutions.
- **Work cooperatively with a range of stakeholders.** This work involves co-developing solutions with public and private sector partners who may have a range of reasons for developing biodiversity credit programs as well as pre-existing biases about such programs.
- **Pursue a high standard for biodiversity credit program design.** As mentioned above, EPIC is hoping to help influence the biodiversity credit market to avoid the pitfalls of the carbon markets that have been plagued by lax standards.

### Qualifications

#### Candidates must have:

- Bachelor's degree required. Graduate degree (MBA, MS, MEM, MF, MPA, or JD) preferred.
- 3+ years' experience in one or more of the following areas: law, policy, markets or finance related to: environmental restoration, nature-based solutions, mitigation, restoration finance, climate change or other related field that offers a baseline of knowledge and experience for understanding the biodiversity credit opportunity. We will also consider time pursuing a graduate degree toward the 3+ years of experience.

- Intermediate or advanced knowledge of some of the domestic or international environmental laws, regulations, requirements, or programs or evolving investment disclosure standards that underpin one or more natural resource credit market in the world.
- Project management experience and self-management skills to work in fast-moving and outcomes-oriented teams.
- Strong written and verbal communication skills.

**We will prioritize candidates who can bring:**

- A network of contacts within restoration firms and organizations and government agencies.
- Experience with innovative conservation finance and private sector investment strategies in sustainability.
- Experience communicating natural resources policy work to many different audiences from news/academic articles, public comments, government and NGO convening and meetings

**Salary Range**

\$85,000-\$94,000 depending on experience. Candidates who are exceptionally well suited to this role may be eligible for a higher starting salary.

**Location**

Remote. Depending on pandemic-related conditions, this position may require occasional travel to meetings, conferences, and other events. Work other than travel is done either in an office environment at EPIC's Washington, DC office or at the candidate's home office.

NOTE: We cannot employ residents of Alaska and Hawaii.

**Benefits**

EPIC offers a generous benefits package including health, dental and vision care, 401k contributions and four weeks of paid time off.

**Applying**

Qualified candidates, who are also authorized to work lawfully in the United States, should send an email to Phoebe Higgins, Director of Markets at [phiggins@policyinnovation.org](mailto:phiggins@policyinnovation.org) with an email subject of "Biodiversity Markets Manager". Please submit both a resume and a cover letter. You may also provide any supporting documents we should consider in evaluating your candidacy (e.g., writing samples, references).

We believe that including more people from a broad diversity of backgrounds, including people of color, people from working class backgrounds, women, and LGBTQ people, is essential for achieving our vision. We strongly encourage applications from people with these identities or who are members of other marginalized communities.

Additionally, we know there is not one ideal candidate who has all these traits so if you have a mix of interests, skills, and experience related to the above – and a passion for this work – please don't let a gap in your strengths for this role stop you from applying or reaching out. Thanks for your interest in the position.