



Job title	Research Associate/Fellow (Title will be 'Research Associate' where an appointment is made before PhD is completed)	Job family and level	Research and Teaching Level 4 (Appointment will be Level 4 Career Training Grade where an appointment is made before PhD has been completed)
School/ Department	School of Geography	Location	University of Nottingham, University Park

Purpose of role

The Research Associate / Fellow role is a fixed term, 18-month position, working as part of the NERC Integrating Finance and Biodiversity (IFB) programme's Data, Tools and Metrics theme. The aim of this programme is to build national capability bridging scientific, finance, policy and third sector communities, harnessing and catalysing world-leading science to enable the greening of finance for nature and mobilisation of capital for nature conservation and recovery.

A key purpose of the role will be to develop a roadmap of biodiversity data quality and quantity for the purpose of nature and biodiversity finance. This will include reviewing existing standards and international data infrastructure, as well as high-level principles of measurements and metrics, and mapping these against the data needs and gaps identified across the IFB programme. As part of this role, the candidate will develop an excellent understanding of the current thinking on biodiversity finance and nature finance more broadly, including from the rapidly evolving grey literature.

The role holder will have the opportunity to use their initiative and creativity to identify areas for research, develop research methods and extend their research portfolio.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	To plan and conduct research using recognised approaches, methodologies and techniques within the research area and support the development of research objectives and proposals for own and/or collaborative research area.	30
2	To analyse and present data, interpret reports, evaluate and criticise texts and bring new insights to nature data quality and quantity, as well as data standards and requirements for the purpose of nature and particularly biodiversity finance.	40
3	To contribute to writing up research findings for publication in academic and grey literature.	10
4	To assist with the preparations, proposals and applications to both external and/or internal bodies for funding, contractual or accreditation purposes.	5

5	To collaborate with and build on work by external bodies, including the International Advisory Panel for Biodiversity Credits (IAPB) and the Biodiversity Credit Alliance (BCA) to develop knowledge and understanding and contribute to white papers	5
6	To collaborate with academic partners within the NERC Integrating Finance and Biodiversity programme and collate/evaluate their identified nature data needs and gaps.	10

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Excellent English communication skills (speaking and writing) ▪ Innovative, able to work on their own initiative ▪ Team-oriented with strong organizational skills ▪ Ability to work as part of a cross-disciplinary and international team, including with stakeholders outside academia. ▪ Ambition to publish within academic journals and the grey literature (incl. policy briefs) 	<ul style="list-style-type: none"> ▪ Ability to assess and organise resource requirements and deploy effectively. ▪ Ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights.
Knowledge and experience	<ul style="list-style-type: none"> ▪ Evidence of sufficient breadth or depth of research methodologies and techniques, including in-depth knowledge of at least one of the following: global biodiversity data sources and standards, nature finance, nature accounting or Carbon credits (or equivalent) ▪ Evidence of using research methodologies and techniques to work within these research areas ▪ Enthusiastic about biodiversity data, finding financial solutions to the biodiversity crisis, and working towards the development of a high integrity and high effectiveness nature finance market 	<ul style="list-style-type: none"> ▪ Experience in working with and publishing in the grey literature. ▪ Experience in publishing in academic journals ▪ Experience working with or coordinating an international team of collaborators. ▪ An interest in communicating science to policy makers, financial institutes and members of the public.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> • PhD (or studying towards) in relevant subject area (e.g. biodiversity data, nature finance, nature accounting, carbon credits) 	<ul style="list-style-type: none"> ▪ Master's Degree, or equivalent in a relevant subject area (ecology, accounting, sustainability etc.)



Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.
- Taking ownership** Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.
- Forward thinking** Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
- Professional pride** Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
- Always inclusive** Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others

