



Posaidon Climate Venture Partners

Job description for Regional Manager Africa

May 2024

INTRODUCTION

Investing to create a lasting, positive impact on nature requires strong technical expertise and dedicated landscape management skills combined with the ability to secure mission-aligned capital allowing to transact on the resulting nature-based assets.

For this reason, Posaidon Capital AG (“Posaidon”) is setting up a new subsidiary – *Posaidon Climate Venture Partners* (“PCVP” or “the Partnership”) – to deliver a market-leading, fully integrated end-to-end solution to private and public landowners and stewards aiming to secure the long-term financial sustainability of their landscapes via the supply of nature-based credits.

The vision is for PCVP to become the leading technical advisory and financial solutions firm for large scale-conservation and restoration areas of global climate and biodiversity significance by 2030. Its purpose is to deliver a holistic end-to-end service from design and verification to management and brokerage. Under PCVP’s model, material earnings will be distributed back to participating stakeholders—including indigenous peoples and local communities (IPLCs)—in an equitable manner that fully recognizes the critical role that local communities play in the conservation and stewardship of nature.

PCVP provides its clients with tailored services to design best-in-class projects for environmental markets that maximize financial and non-financial returns via the long-term conservation and restoration of their nature assets. The Partnership’s goal is to contribute over US\$50 million annually towards the management CAPEX and OPEX of more than 3 million hectares of large-scale conservation and restoration areas.

The Partnership has an anchor portfolio of 10 landscapes and properties in Africa (Mozambique, Tanzania, Zambia, Zimbabwe) and the United States (states of Colorado, Georgia, and Montana) totalling over 1 million hectares of land at launch.

ABOUT THE ROLE

We are looking for a Regional Manager Africa to support the effective implementation and operation of carbon and biodiversity project development across a pipeline of projects from a core portfolio of landscapes in Africa. Key responsibilities will include:

- collaborating with NbS technical specialists to design and implement effective, high-impact NbS carbon projects using globally recognized certification standards including VERRA’s VCS, the Gold Standard, and domestic standards where applicable
- acting as an interface between NbS technical specialists and existing protected areas managers to ensure successful implementation and effective operation of carbon and nature crediting programs at site level
- working with site managers to develop robust and standardized data collection, monitoring and reporting frameworks to measure project success at meeting landscape level objectives and to verify impacts for the auditing of carbon and nature crediting projects
- working with project sites managers to assess on-the-ground capacity and resourcing needs to implement and operate best-in-class carbon and nature crediting projects

- engaging with government officials, ministries, departments, local partners and communities to build political and local support for the projects
- providing regional management and oversight on legislative application processes to secure carbon, wildlife and land tenure rights at project sites across multiple jurisdictions
- representing the organisation and individual projects at relevant regional fora
- supporting the drafting of Project Description Documents (PDDs) and Monitoring Reports for successful project registration, validation and verification
- conducting capacity-building workshops and training sessions for project staff, local partners, and communities on nature-based solutions project development and integration within existing activities and management processes at project sites
- identifying and share best practices and lessons learnt from individual projects to all projects within the PCVP portfolio

This is a full-time role starting immediately. The position will be based in sub-Saharan Africa with travel to the project sites.

Compensation is competitive with 25 days annual leave + public holidays.

YOUR SKILLS AND COMPETENCIES

The ideal candidate will have the following skills and interest:

Technical

- knowledge of the key drivers of environmental degradation and biodiversity loss (e.g. deforestation and land-use change, degradation via charcoal harvesting, illegal wildlife trade and bushmeat hunting) and activities that can be implemented on-the-ground to counter these drivers (including restoration activities)
- deep technical knowledge of land management practices and protected areas management (and their challenges) in sub-Saharan Africa
- knowledge of diverse ecological survey techniques and on the appropriate statistical analysis of said data collected
- ability to translate scientific knowledge into effective management strategies and develop data-driven monitoring and reporting frameworks to measure project success at meeting landscape level objectives
- understanding of carbon and biodiversity crediting programs and their relation to enabling best-practice management and financing of conservation
- knowledge of land, wildlife and nature conservation and management policies and regulations in the region

General

- passion for nature conservation and restoration, and genuine commitment to creating positive nature impact through the power of financial and environmental markets (as evidenced in professional, academic or private background)
- track record of strong self-leadership

- creative, lateral problem-solving skills
- analytical, data driven and diligent method of working
- excellent communication skills, with the ability to engage and communicate with a wide range of different stakeholders, including conservation and land managers, government officials, local and regional partners, and local communities
- evidence of innovative spirit, creating high impact solutions from scratch
- strong project management skills with the ability to manage multiple project teams in separate jurisdictions

Experience

- master's degree (or higher) in forestry, environmental sciences, geography, biodiversity conservation or a related field
- minimum of 5 years' experience of managing large conservation landscapes and/or protected areas in sub-Saharan Africa at a senior level, with a preference for those which combine and manage multiple revenue generating activities including carbon credit sales, photographic safaris and tourism, and hunting
- regional experience of developing AFOLU projects in sub-Saharan Africa and/or other tropical regions in the Global South, or other relevant experience demonstrating an understanding of the complexities of conservation and restoration on-the-ground with IPLCs (preferred)
- experience in developing and implementing long-term strategies focused on nature conservation and restoration, and standard operating procedures (SOPs) to translate strategy into action on-the-ground
- experience in developing rigorous processes for data collection, analysis and management to support in the monitoring, reporting and verification of project activities and their impact
- demonstrable experience in drafting and developing high-quality technical documents demonstrating and communicating project activities and their impact
- experience in analysing and interpreting GIS and Remote Sensing work and outputs, and in working collaboratively with technical GIS and Remote Sensing specialists and consultants (preferable)

ABOUT US

Posaidon Capital is a premier nature-focused investment and advisory boutique. We are bankers for nature serving institutional clients globally across two pillars: capital markets advisory and asset management.

As a firm, we combine specialized Wall Street banking and investment expertise with the analysis of unstructured data to create nature investment alpha through systemic investing. For our clients, we strive for an optimal capital allocation to nature across all asset classes with a view to construct portfolios for strategic synergies and their potential to unlock transformative dynamics. The firm is led by a global team of highly specialised finance and investment professionals with a vision for systems change, a passion for financial innovation, the tenacity for flawless execution and a track record of delivering impactful results.

For more information, please see www.posaidon.earth.

APPLY WITH US

We are an equal opportunity employer committed to providing a working environment that embraces and values diversity and inclusion. We encourage people of all backgrounds to apply and can be flexible with working arrangements.

Please send a concise cover letter addressing the above (maximum 1 page) and CV (maximum 2 pages) to matthew@posaidon.earth and fabian@posaidon.earth with the job title in the subject line. Applications are considered on a rolling basis

Nature needs landscape-scale
nature-based solutions.

