



Sustainable Revenues Manager

Reports to	Senior Specialist, Conservation Finance		
Directorate	Conservation & Policy	Function	Project management & technical expert
Contract	7 years fixed-term contract	Location	Cameroon, Gabon or Republic of Congo

Responsibility for resources

Direct line reports	None	Responsibility for other resources	None
Financial resources	The postholder may be assigned project budgets to manage		

Our vision and mission

The Zoological Society of London (ZSL) is an international conservation charity, driven by science, working to restore wildlife in the UK and around the world. Our vision is a world where wildlife thrives and every role, every person in every corner of ZSL has one thing in common – we are all conservationists, and passionate about restoring wildlife.

ZSL's Western Congo Basin Programme

ZSL's Western Congo Basin programme aims to tackle biodiversity loss across a transboundary area spanning Gabon, Cameroon and Republic of Congo over the next 7 years. The programme will deliver against three main objectives: 1) to develop economic opportunities through investment in nature in support of climate adaptation and resilience and poverty reduction; 2) to slow, halt or reverse biodiversity loss; and 3) to reduce greenhouse gas emissions and safeguard natural carbon sinks.

Purpose of the role

The Sustainable Revenue Manager will coordinate and deliver ZSL's programme of work to deliver activities that contribute to sustainable financing of conservation within the West Congo Basin landscape. This role will work intensively with a number of 'pioneer projects' to provide technical and financial support, cultivating a pipeline of nature-based solutions initiatives, to develop sustainable revenue streams and attract investment. ZSL will focus on three economic sectors: (i) forest-positive commodities, (ii) natural carbon projects, and (iii) philanthropy, including philanthropic tourism. You may be working on sustainable cocoa supply chains, IPLC-led carbon projects, ecotourism and other sustainable financing approaches. This role will work closely with the Sustainable Revenues Lead and Sustainable Revenues Monitoring, Evaluation & Learning (MEL) Coordinator, as well as the wider BLF team.

Key responsibilities

The duties of the role will include:

- **Project Management:** Ensure effective and efficient management of ZSL activities to address sustainable financing of conservation activities, including work planning, delivery of outputs, budgeting and technical and financial reporting.
- **Technical Delivery:** Deliver project activities on behalf of ZSL across the Western Congo Basin, including;
 - Undertake policy, regulation and land tenure research and analysis
 - Calculate biodiversity and climate-related metrics with a focus on carbon sequestration and avoided emissions from forestry, agriculture and other land uses.
 - Develop quantitative models for projects to estimate project/business outputs, including carbon credits, biodiversity credits and commodity production volumes and revenues
 - Prepare project feasibility studies and design documents
 - Develop business models and project plans
 - Prepare concept notes, grant applications and pitch decks
 - Work with ZSL partners and external organisations to identify new projects which could sustainably finance conservation activities in the Western Congo Basin.
- **Partnerships:** Maintain positive working relationships with project partners, ensure project deliverables are met and share capacity and learning on sustainable financing of nature-based solutions projects in the Western Congo Basin.
- **Strategy:** Feed in and adaptively manage ZSL's strategy for sustainably financing conservation activities in the Western Congo Basin under the leadership of the Sustainable Revenues Lead.
- **Monitoring, Evaluation & Learning (MEL):** Work closely with the MEL coordinators to ensure data collection and analysis to help ZSL assess effectiveness towards our impact goals and aid adaptive project management.
- **Ethical conduct:** Ensure that all activities and personal conduct is delivered to the highest ethical standards, in line with ZSL policies and procedures.

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.

Values and behaviours

As a ZSL staff member the candidate will be expected to lead by example in the following key ZSL Values and behaviours.

- **Collaborative:** creates an engaging environment where people feel comfortable asking for help or support
- **Ethical:** creates a culture which ensures everyone is treated fairly with dignity and respect
- **Impactful:** delivers results on time and to the agreed standards
- **Inclusive:** makes decisions that promote transparency and inclusion
- **Innovative:** is forward thinking and able to see the broader picture when planning and organising work
- **Inspiring:** has self-awareness and seeks feedback to better understand own style, approach and impact on team/staff motivation

Person Specification

Experience	
Essential	<ul style="list-style-type: none"> • A relevant academic qualification to Masters degree level (level 7) or equivalent professional experience, in the field of business, finance, ecology, biodiversity, forestry, agriculture, law, etc. • Experience developing quantitative models of project outputs related to carbon, forest and agricultural commodities and/or biodiversity, based on field data. • Experience with developing long-term project budgets, preferably within the field of biodiversity conservation and restoration • Experience in business model design • Experience undertaking enabling environment research including the identification and application of legislation, policy and regulation relevant to land use and management. • Good network of relationships with private-sector and NGOs. • Track record of project implementation in the Congo Basin, specifically Cameroon, Gabon and/or Republic of Congo. • Demonstrated experience in project and budget management. • Experience in implementing thorough safeguarding and health and safety practises and protection principles across a diverse number of stakeholders to ensure our duty of care is adhered to. • Experience of applying donor policies and procedures including procurement, management, monitoring and risk management. • Fluent English and French (spoken and written)
Desirable	<ul style="list-style-type: none"> • Experience implementing inclusive IPLC-led projects. • Experience of working successfully with a broad range of stakeholders including government, NGOs, IGOs, Private Sector, Indigenous Peoples and/or Community Groups. • Experience of working in matrix management structures
Knowledge and skills	
Essential	<ul style="list-style-type: none"> • An understanding of the range of sustainable finance mechanisms related to forest and agricultural landscapes. • A basic understanding of the principles of carbon projects and the role of carbon standards and methodologies e.g. Verra • Ability to present research findings in a coherent manner in presentations and reports • An understanding of the components of financial statements • An understanding of what makes projects 'investment ready' • Able to demonstrate high accuracy and attention to detail • Familiarity with R or other statistical analysis software • Advanced skills in using MS office packages, specifically Excel and PowerPoint (or equivalent software packages will be acceptable). • Familiarity with managing competing priorities • Strong organisational, interpersonal and communication skills • Ability to work independently and problem-solve

	<ul style="list-style-type: none"> • Highly collaborative with an ability to foster lasting partnerships
Additional requirements	
Essential	<ul style="list-style-type: none"> • An appetite for travel and field work, including: <ul style="list-style-type: none"> ○ Frequent travel across the Western Congo Basin.