

Role Description

Nature Finance Officer

Contract Type: Fixed term (12 months)

Location: Hybrid working with regular travel between the Isle of Man and UK

Reports To: CEO

Salary: Band G £32,972 to Band I £36,708 dependent on experience

Start Date: ASAP

Closing Date for Applications: Midnight Sunday 28th September 2025

1. Role Purpose:

To lead a one-year project to explore and establish the foundations for nature finance mechanisms in the Isle of Man. This includes conducting a feasibility study into the development of nature markets, producing a bespoke carbon code tailored to Manx ecosystems, and establishing a transparent, high-integrity registry for nature-based carbon credits.

Manx Wildlife Trust (MWT) is the Isle of Man's leading nature conservation charity and has been protecting and restoring the Island's wildlife since 1973. The charity is already leading the way: Delivering temperate rainforest restoration in return for carbon credits through a partnership between Aviva and The Wildlife Trusts (TWT) and setting up the Isle of Man's first High Integrity Carbon Credit project at Crossags in the north of the Island. However, the Isle of Man is falling behind the UK in key aspects of Nature Markets including Carbon Credits, Biodiversity Net Gain and Nutrient Neutrality. Existing methodologies like the Woodland Carbon Code can be used but the registry does not cover the Isle of Man as it is a crown dependency and separate from the UK, so there is a need to develop one specifically for the Island.

There is a great opportunity for the Isle of Man, the world's only whole-nation UNESCO Biosphere Reserve, to offer high integrity nature credits but we need to make sure the correct frameworks are in place. This post is funded through The Royal Society of Wildlife Trusts (RSWT) and the post holder will benefit from working closely with the central RSWT team as well as Government and private sector representatives on Island who are at the forefront for the development of the nature finance sector.

You will have a good understanding of existing carbon and nature markets and bring this knowledge to support the rapidly developing arena of voluntary nature markets working with partner organisations and a variety of stakeholders to set up and manage a **Manx Carbon Code**. This will involve reviewing existing Isle of Man legislation and policy and work with partners to develop both a carbon methodology and registry for the Island.

This is an exciting opportunity for the right person to help deliver meaningful change within Isle of Man conservation by bringing a real economic value to nature and its restoration.

2. Role Responsibilities:

2.1 Core Responsibilities:

Feasibility Study – Nature Markets

- Research and assess opportunities for nature finance and ecosystem service markets in the Isle of Man context.
- Engage with key stakeholders, including Government, landowners, private sector, and conservation bodies to understand potential supply and demand.
- Evaluate existing models (e.g., UK Nature Markets Framework, voluntary carbon, biodiversity net gain, nutrient neutrality) and their applicability to the Isle of Man.
- Identify barriers, enablers, and policy needs to support future implementation.

Manx Carbon Code Development

- Lead the development of a scientifically robust, locally tailored carbon methodology for nature-based projects (e.g. peatland restoration, woodland creation).
- Consult with technical experts, land managers, and regulators to ensure credibility and ecological integrity.
- Align with international standards and best practice (e.g. UK Woodland and Peatland Code, Verra, Gold Standard) where appropriate.

High-Integrity Carbon Credit Registry

- Design and propose the structure and governance model for a transparent, publicly accessible registry for Manx nature-based carbon credits.
- Ensure the system supports robust tracking, verification, and avoidance of double counting.
- Liaise with potential platform providers and explore digital solutions where needed.

Stakeholder Engagement & Reporting

- Facilitate workshops and consultations to ensure stakeholder input throughout the process.

2.2 Wider Responsibilities:

- Comply with MWT's policies, procedures, and guidelines, together with all relevant regulatory and statutory requirements, including Health & Safety legislation.
- Actively promote and demonstrate a commitment to best practice in equality & diversity.
- Actively participate in the MWT staff appraisal and development scheme. Monitor the effectiveness of actions, identifying opportunities and area for improvement, suggesting to the CEO, and undertaking when appropriate, personal professional development / updating.
- Always demonstrate, the professional behaviours expected of all MWT staff.
- Carry out personal and professional development, including close liaison with TWT networks.
- Operate innovatively, and be receptive to, and search out, new ideas.
- Network with and contribute to the wider work of TWT federation.
- Perform other reasonable duties and projects commensurate with the role, and in-line with the needs of MWT, as directed by the CEO.

3. Working Hours, Salary, Place of Work:

The postholder has a substantial degree of personal responsibility and autonomy.

This is a full-time temporary post for one year. The working hours are 37.5 hours a week (standard being 9am to 5pm, Monday to Friday, with 30 mins for lunch each day), this is a hybrid working post with office space available at Manx Wildlife Trust's Peel headquarters. It is expected that at least two days per month are spent at the Peel office to enable close working with colleagues.

There is a requirement to work some evenings and weekends to attend public shows and/or meetings and conferences. Overtime is not paid, and additional hours will be taken as time off in lieu (TOIL).

The salary range for the post is Band G £32,972 to Band I £36,708 dependent on experience.

There is a need for frequent travel around the Isle of Man and UK to attend meetings and conferences, and overnight stays will be required.

4. Person Specification:

4.1 Technical Competencies:

Essential

- Strong understanding of ecosystem services, nature finance, or carbon markets.
- Experience in project management and stakeholder engagement.
- Excellent analytical, written, and communication skills.
- Ability to work independently and manage multiple workstreams.
- A high degree of numeracy and passion for good governance.
- Excellent interpersonal skills - tact, diplomacy and ability to influence a wide range of people
- Working to tight deadlines

Desirable

- Knowledge of Isle of Man ecology, land use, and regulatory landscape.
- Background in conservation finance, economics, or environmental science.
- Experience of working with environmental standards or specifically with validation/verification or accreditation bodies

4.2 Behavioural Competencies:

Competency	An ability to:	Essential	Desirable
Enthusiasm	Commit to/show enthusiasm for, wildlife conservation, sustainability and an ability to inspire others.	√	
Planning & Organising	Plan, organise and manage work to meet given objectives. Show initiative and an ability to solve problems.	√	
Research	Find, digest and understand relevant existing data, legislation and policies.	√	
Communication	Communicate professionally in a variety of ways. Outgoing, with strong inter-personnel skills	√	
Approach	Work precisely and professionally under pressure, with a mature, pragmatic and flexible approach	√	
Embracing Change	Innovate and develop conservation systems and initiatives. Striving for continuous improvement.	√	
Motivation	Self-motivated, high levels of enthusiasm and stamina, able to manage own time and priorities	√	
Delivering Services	High performance culture in all work.	√	
Working in partnerships	Tact, empathy, understanding, diplomacy, confidentiality and discretion	√	
Projecting Confidence	Represent MWT well/professionally. Champion the work of MWT.	√	

4.3 Qualifications

- An appropriate qualification would be desirable but not essential.

5. What We Offer:

- The chance to shape the future of nature finance in the Isle of Man.
- A collaborative, mission-driven working environment.
- Flexible working arrangements.
- Opportunities for professional development and cross-sector networking.