



THE INTEGRITY COUNCIL
FOR THE VOLUNTARY CARBON MARKET

Application Pack: CIWP Manager - Research

Welcome!

Thank you for your interest in working with the Integrity Council for the Voluntary Carbon Market (the ICVCM).

This pack will give you an overview of our organisation’s role in the voluntary carbon market, how we work and give context to the job you’re applying for. You can also find lots of information on our website.

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Introducing the ICVCM

If you join the Integrity Council for the Voluntary Carbon Market, regardless of which role you are in, your work and efforts will contribute to our organisation's goals to accelerate climate action.

We are a non-profit, independent governance body that aims to set and maintain a global standard for high integrity in the voluntary carbon market, unlocking private climate and carbon finance that would not otherwise be deployed.

What does that mean?

The latest climate science is clear that global emissions must be drastically reduced to avoid climate catastrophe and secure a habitable climate for the future.

At present, the world is not on track to limit global warming to 1.5° in line with the goals of the Paris Agreement. In order to change this, we need to use every tool available to us. This includes reducing carbon emissions at source but will also rely on maximising carbon markets which support the issuance, buying and selling of carbon credits, funding projects and programs that generate emission reductions and/or removals that would not occur without finance from carbon credit finance.

Voluntary carbon markets refer to markets which supply carbon credits to corporations and individuals that want to compensate for their carbon footprints and meet sustainability targets. "Voluntary" is used to differentiate from compliance markets, which exist as a result of policy or regulatory requirements. While companies must prioritise rapid cuts to their own emissions, buying carbon credits allows them to go further, taking responsibility for emissions they cannot yet cut.

Bringing integrity

The voluntary carbon market (VCM) can only thrive and deliver its potential impact if it is rooted in high integrity, transparency and trust. Integrity in this context can mean:

- Ensuring the promised reduction or removal is reliable – i.e. Does one carbon credit equal a tonne of greenhouse gas emissions reduced or removed from the atmosphere?
- Social and environmental safeguards mitigate potential adverse impacts of carbon crediting projects and deliver positive social and environmental impacts.
- Human rights of any impacted Indigenous Peoples and local communities are respected.
- Carbon crediting programs ensure that transactions are supported by transparent reporting and governance.
- ...and more

Introducing ICVCM


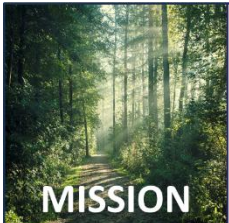
We were founded in 2021, as a result of the Taskforce on Scaling Voluntary Carbon Markets. As an independent body, our role is to establish principles (the Core Carbon Principles - CCPs) and an assessment framework to validate the integrity of carbon crediting methodologies and programs. This means assessing existing programs and methodologies for 'CCP eligibility', ensuring that CCP-eligible programs and methodologies continue to comply with the CCP rules, and continually work to improve our principles and frameworks over time.

We have a growing team, working closely with an independent governing board, experts and members of Indigenous Peoples and local communities to ensure that our frameworks are fit-for-purpose to deliver integrity and transparency across the VCM.

How We Work

Our Vision and Values

As a team, we are working to deliver our vision and mission:

	<p>High integrity carbon finance delivered at scale for climate solutions that support people and planet</p>
	<p>Build integrity and scale will follow: we set the independent global standard to deliver a mature, efficient, high integrity voluntary carbon market. This will unlock finance at speed and scale for impactful, measurable and inclusive climate solutions.</p>

This is underpinned by our values, which we aim to bring to everything we do:

Integrity: We have integrity, demonstrating honesty, transparency, accountability and responsibility for our work and commitments.

Collaborative: We are collaborative, harnessing collective skills, experience and partnerships through active listening, openness, constructive feedback and positivity.

Impactful: We are impactful, using innovative, strategic and creative thinking and challenging assumptions to overcome barriers to achieving our mission.

Inclusive: We are inclusive, welcoming and learning from diverse opinions and perspectives, embracing everyone's uniqueness, and treating others with understanding, kindness and respect.

Where We Work

We have team members across the globe, and are a fully remote organisation. We place high value on relationships and therefore try to find opportunities to meet face to face from time to time; travel to these events is encouraged for all team members, and for some roles travel will be required to attend events, meetings and conferences. However, you will not be required to attend an office on a daily or weekly basis!

When We Work

Our core time zone is UTC. Depending on the level of real-time interaction required with co-members, we are able to support different time zones. We can discuss this at interview for your specific application.

The Role

The Continuous Improvement Work Program (CIWP) Team plays a central role in convening leading market experts and key stakeholders to collaboratively address complex challenges and opportunities in the carbon market. Through the CIWPs, the team drives the development of high-integrity solutions that accelerate emissions reductions and removals, foster innovation, and strengthen transparency and robustness across the market. This work supports a virtuous cycle of feedback between voluntary and emerging compliance markets globally.

As **CIWP Manager**, you will be an integral part of the CIWP Team, supporting the delivery of its strategic goals and operational excellence. This is a substantive, early–mid-career technical role supporting the development and continuous strengthening of carbon-crediting integrity. The role provides substantive support to assigned CIWPs, conducts technical analysis, drafts and reviews written inputs, and supports the organisation’s broader science and research functions.

This position requires a strong understanding of carbon markets, carbon-crediting, and environmental integrity principles. The postholder will manage analytical workstreams, collaborate with internal and external experts, and ensure rigorous and evidence-based development of CIWP outputs. The role requires curiosity, research rigor and fast learning.

Key duties

- **Support delivery of CIWP Team goals and strategy**
 - Provide direct support to the CIWP Director in delivering overall goals and strategy.
 - Support the CIWP Team in preparing technical materials and conducting research.
 - Contribute to internal lessons learned documentation and improvement initiatives.
 - Coordinate with Communications team to prepare materials for stakeholder engagement and dissemination.
- **Act as substantive lead of CIWPs**
 - Scope issues, develop analytical frameworks, and design workstreams based on programme needs.
 - Support facilitators and the CIWP Team in structuring work programs.
 - Manage overall CIWP timelines, milestones, and outputs.
 - Maintain organised records of CIWP discussions and decisions to support continuity and transparency.
 - Draft, review and collate inputs for internal and public-facing reports.
- **Maintain knowledge-policy interfaces and cohesion of continuous improvement work**
 - Support the Science and Research Network through topic identification and outreach to research organizations.
 - Identify cross-cutting topics across CIWPs and conduct further scoping and research work.
 - Maintain knowledge products, such as briefs, memoranda, databases and reports for the purposes of continuous improvement work.

- o Manage external consultants, service providers and relations with knowledge partners to support CIWPs.

Experience

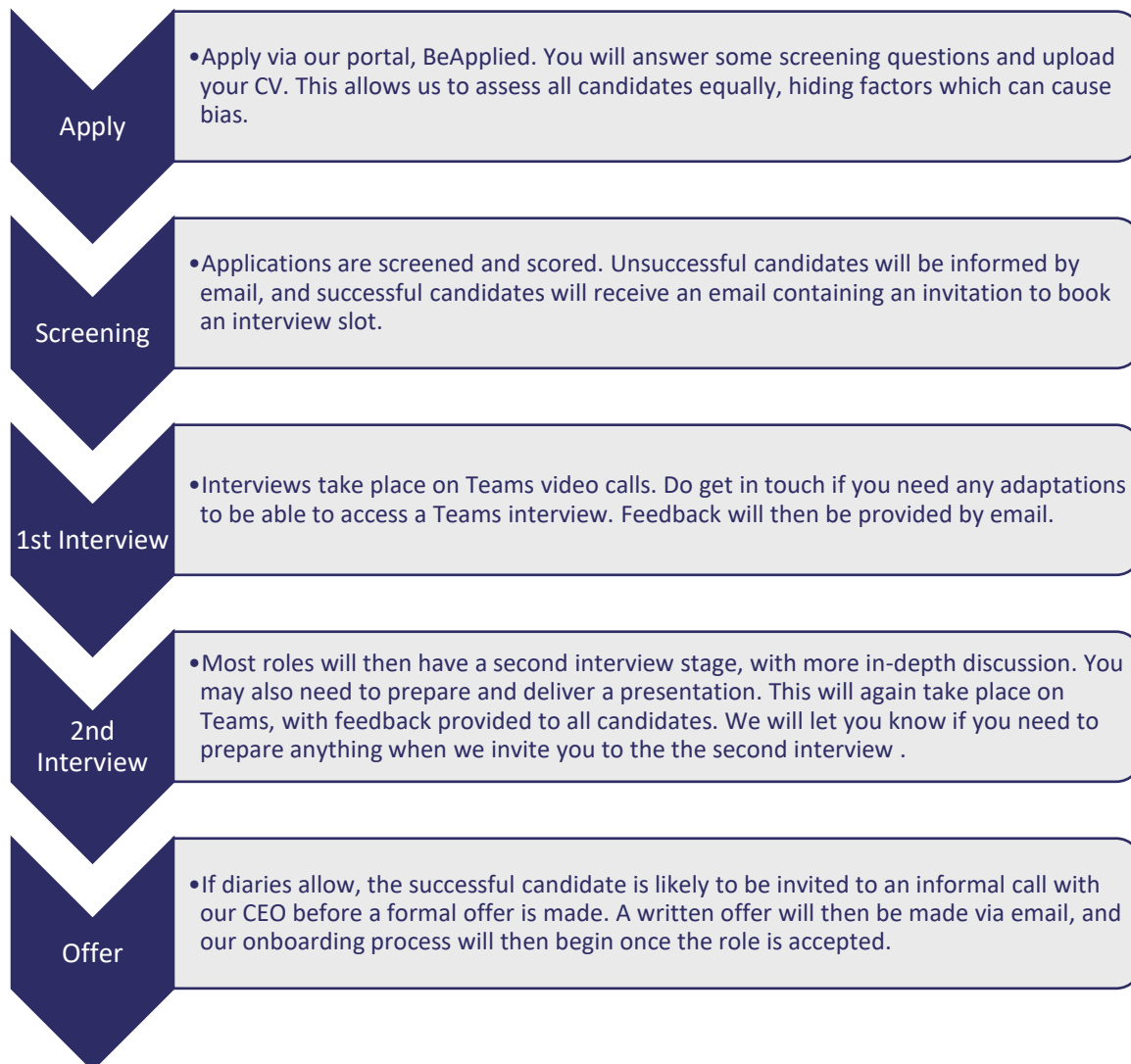
Experience	Essential	Desirable
Technical knowledge, experience and interest in carbon markets, including key elements of the carbon-crediting project cycle and elements of project design (baseline-setting, additionality, MRV, validation/verification, safeguards)	x	
Demonstrated technical or policy writing experience (public reports, briefing notes, research articles)	x	
Knowledge and experience of working with and supporting a diverse range of stakeholders, such as with board members and subject matter experts.	x	
Experience in managing consultants and external researchers or teams	x	
Ability to manage research- and policy-oriented working groups (agenda-setting, planning of outcomes, resourcing)	x	
Familiarity with the carbon markets ecosystem (project developers, carbon-crediting programs, regulators, service providers, intermediaries)	x	
Experience of working with distributed, remote stakeholders, ideally in a global context or other setting which requires understanding or demonstration of cultural sensitivity.		x
Recognised project management certification		x
Fluency in UN languages other than English		x

Skills, Abilities & Attributes

- Deep curiosity about carbon markets and integrity matters.
- Ability to deliver effective coordination and support in a complex and technical environment.
- Excellent written and verbal English.
- Excellent communication skills, establishing positive relationships with stakeholders including board members, experts, senior members of staff and external parties

Our Interview Process

We aim to keep our interview process as inclusive and transparent as possible.



If you have any questions, please feel free to ask these as you progress through this interview process with us.

Our Offer

We advertise salaries in GBP; if you are outside the UK, we will discuss equivalent salaries as we go through the process.

Our benefits offering also has some variation, due to local regulations and requirements. We aim to offer a fair package to all staff members, whatever their location, but fair does not always mean identical.

All team members are covered by life assurance and income protection insurance from day one, and receive a generous holiday allowance. We will discuss the specifics for your location during interview.

Questions?

If you have any questions, please submit these through the question function in BeApplied.

We look forward to receiving your application!

