

Wildlife Habitat Council

Chief Science and Innovation Officer

Position Announcement



About WHC

WHC (Wildlife Habitat Council) is an established international organization which has been working at the intersection of business and nature for over 30 years. In our work with Fortune 1000 members, we advance companies' biodiversity, sustainability, employee engagement and community relations goals. **WHC is currently in a growth and innovation period and is uniquely positioned to become the global leader in the biodiversity and business space.**

WHC seeks to appoint a **Chief Science and Innovation Officer (CSIO)** to support its evolving efforts to facilitate private sector engagement with biodiversity. This exciting new position is an opportunity for a positive and pragmatic person to create connections across the global business and nature communities. The CSIO will ensure that WHC continues to build its culture of innovation to meet emerging needs and deliver meaningful results that contribute to a nature positive world.

Position Overview

The CSIO will lead two departments – Technical Services, and Certification. The CSIO is responsible for aligning WHC's work with global business and biodiversity frameworks, developing new products and approaches, building the WHC Certification platform to meet emerging needs for recognition, and creating assurances for WHC's innovative methodologies. The CSIO will play a critical role in helping WHC meet the rapidly emerging needs of private sector entities aiming towards nature positivity. The successful candidate must be able to join the dots from corporate ambition to place-based implementation and appreciate elegant solutions to complex problems. The CSIO is a member of the WHC Executive Team, supervises two department heads, and reports to the President.

Responsibilities

Technical Services

- Manages Technical Services leadership in creating and maintaining a strong team of consultants delivering high quality work on time and under budget.
- Aligns the output of the Technical Services team with global frameworks like TNFD and SBTN, global ESG reporting initiatives like GLRI and DJSI, industry-specific efforts like GCCA, IMMA and government regulations like the EU CSRD, among others.
- Engages with WHC member clients, including C-Suite and Senior Management, to determine strategies and tactics to further biodiversity and business goals.
- Drives innovation of new products and services informed by science, trends and policy changes.
- Ensures all innovations are methodologically sound by seeking input from an external stakeholder network and creating a Science Advisory Group for WHC.

Certification

- Guides the development of the existing standard, WHC Certification.
- Leads the creation of new standards in response to emerging needs.
- Oversees governance of the standard with the Science Advisory Group.

Financial Performance

- Responsible for the budgets for two departments: Certification and Technical Services; Ensures revenue and expenditure targets are met.
- Contributes to the creation of an annual Dynamic Financial Plan for the organization.
- Tracks performance against the Dynamic Financial Plan and addresses variances with Finance leadership.

Other

- Collaborates with:
 - *Executive team in strategy and organizational development*
 - *Communications team in content creation and design for client deliverables and product/service promotion, and media relations*
 - *Business Development team in strategy and tactics for product/service sales*
 - *WHC Board members, as needed*
- Represents WHC on working groups and through other external opportunities
- Willingness to pitch in for other duties as assigned to support the organization.

Required Qualifications, Competencies, Education or Experience

- Ten years of experience with business and biodiversity with exposure to global frameworks, voluntary sustainability standards and/or government policy; Seven years' experience accepted if associated with a Master's degree in business or sustainability.
- Undergraduate degree
- Excellent and efficient communicator
- 3-5 years of managing people
- An innovative thinker who thrives in a collaborative and optimistic environment

Desired Qualifications

- Database management or data engineering
- Demonstrated success in working with teams and with the private sector
- An appreciation of the distance between corporate ambition and on-the-ground action and a dedication to bridging it

Work Environment

WHC is a dispersed workplace, providing the employee a choice to work out of the organization's Bethesda, MD office or from home. Applicants based in the US are preferred. This position is mostly office based, with limited physical work. The employee may be standing, sitting, or moving for periods of time on a sporadic basis. Travel to conferences, meetings, and internal events (staff retreats, WHC Conservation Conference, or similar) is expected.

WHC Vision, Mission and Values

We are more than a conservation organization. We are a services, solutions and certification provider.

<h3>VISION</h3> <p>A world in which nature is fully integrated into all aspects of business (operations, corporate citizenship and management).</p> 	<h3>MISSION</h3> <p>Recognize, inspire, engage and support businesses to achieve wins for nature.</p> 	<h3>VALUES</h3> <p>We are a <i>bold, driven, inclusive and true</i> team that believes every act of conservation matters.</p> 
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Benefits and Compensation

WHC provides an excellent Benefits package, remote work opportunity and a collaborative environment.

Salary: \$100,000-\$130,000, depending on experience.

To Apply

WHC has retained the services of ThinkingAhead Executive Search. Please submit your resume and expression of interest to: Chris Spagnola at cspagnola@thinkingahead.com and Jimmy Hillig at jhillig@thinkingahead.com. The application screening process is ongoing until a candidate is hired.

WHC is proud to be an equal opportunity employer. We don't just believe that every act of conservation matters,[®] we also believe that every person matters. We value diverse perspectives and encourage underrepresented applicants to apply. We welcome applicants regardless of race, color, ethnicity, social background, religion, national origin, citizenship, veteran status, gender, sexual orientation, gender identity or expression, age, disability, genetics, and any other federal, state, or local protected class.

