



Head of Data

- Location:** Hybrid/remote working (with home office and residency in the UK/EU equivalent timezones or US East Coast equivalent timezones). Some international travel required.
- Start date:** As soon as possible
- Role:** Initial 1 or 2 year fixed term contract (with the possibility of an ongoing role)

The TNFD is a market-led, government-backed and science-based initiative aiming to enable companies and financial institutions to integrate consideration of nature-related dependencies, impacts, risks and opportunities into their corporate reporting and risk management practices.

The ultimate goal of the TNFD is to support a shift in global financial flows away from nature-negative outcomes and toward nature-positive outcomes through the established practice of disclosures in mainstream financial reporting. The development of the TNFD is one of the key action items in the Sustainable Finance roadmap of the G20.

While large businesses and financial institutions are now assessing climate-related risks and a growing number are reporting on these, aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the nature agenda is at a different stage, with identification, assessment and disclosure of nature-related issues still nascent for companies and financial institutions globally.

The TNFD launched its [nature-related disclosure recommendations](#), along with a set of [additional guidance](#), on 18 September 2023. This represents the culmination of a two-year design and development effort by 40 Taskforce members with the support of over 1,200 institutions in the TNFD Forum, 240 pilot testers, 19 knowledge partners and 15 Consultation Groups in countries around the world.

Following the release of the TNFD's recommendations, the TNFD is now working on helping report preparers 'get started' with their nature-related identification, assessment, management and disclosure activities. Heading into 2024, the TNFD will continue its global awareness raising activities and focus its attention on capacity building initiatives with a range of implementation partners to help business and finance start to build their internal capabilities for nature-related corporate reporting.

Among the priorities for the TNFD in the next phase of its work is the challenge of improving market participant access to quality, timely and comparable nature-related data to support assessment and reporting. While a significant amount of nature-related data already exists, market participants have identified data-related issues as a key challenge for nature-related reporting.

To help address this potential barrier to assessment and reporting action, the TNFD intends to scale-up its work on nature-related data challenges and opportunities. This will build on the strong foundations and insights gained over the past two years and continue to leverage the extensive knowledge and experience of the Taskforce's knowledge partners and others. This includes the:

- Findings of the [TNFD's landscape assessment of nature-related data and analytics](#), published in March 2022;
- [Insights from the Nature-related Data Catalyst](#), a community of over 130 data providers convened by the TNFD to help identify solutions to data gaps and challenges and established in August 2022; and
- [Findings of a high-level scoping study exploring the case for a global nature-related public data facility](#), published in August 2023.

The TNFD has secured funding from a range of donors to support ongoing work on nature-related data initiatives and will be collaborating closely with a wide range of partners to identify, design and deliver a suite of practical initiatives to address the challenges faced by market participants and help to unlock new nature-related data solutions and opportunities.

For more information, please visit: www.tnfd.global

About the role

The Head of Data Initiatives will be a senior member of the TNFD Secretariat team and work closely with other members of the team, Taskforce members and a range of partner organisations to facilitate and champion the open innovation design and implementation of a suite of nature-related data initiatives to help address the data challenges faced by market participants. This will ultimately help to scale voluntary market adoption of the TNFD's recommendations globally and reduce both perceived and real data barriers to adoption.

We are looking for a candidate with a unique combination of technical knowledge of global data platform design and the soft skills to convene and coordinate a global multi-disciplinary group of stakeholders around these initiatives. You will need to have the technical knowledge of data systems design to engage with experts on the details and the convening and process management skills of a diplomat to succeed in this role. A global network of existing professional relationships across the global system of financial market, environmental and/or sustainability reporting data platforms – both data/tool providers and data and analytics users – and a demonstrated track-record of leading collaborative cross-sector initiatives would be a significant advantage.

Key duties

1. Oversee and implement a phased approach to advancing the design of a possible global nature-related public data facility, building on TNFD's initial high-level scoping study published in August 2023. This will include: facilitation of further cross-sector consultation among interested stakeholders; development of a concept of operations blueprint; and possible landscape-scale pilot-testing.

2. Monitor and champion market developments on nature-related data and analytics, that can help corporates and financial institutions to assess, manage and disclose nature-related issues.
 - Oversee and support ongoing consultation with market participants (both data users and providers), key partners, experts and stakeholders, on data challenges and opportunities to address them, in particular in relation to data and analytics, and related capacity building, needed to scale adoption and implementation of the TNFD measurement architecture (both for assessment and disclosure of nature-related issues).
 - Oversee and support ongoing convening and facilitation of conversations among data and analytics providers and users (report preparers and report users) to identify remaining gaps and needs, and build understanding and capacity. This can leverage interactions with members of the [Nature-related Data Catalyst](#); and
 - Monitor updates and innovations in nature-related data, analytics and assessment tools, and identify targeted initiatives to support, and ensure both the TNFD Additional Guidance and Tools Catalogue remain up-to-date and accurate on an ongoing basis, and to continue to build relevant case studies built from real and hypothetical applications of the TNFD recommendations and additional guidance.

3. Develop and execute a data and analytics strategy and work plan for the TNFD, in collaboration with the Technical, Market Engagement, Capacity Building and Communications teams within the TNFD Secretariat.
 - Subject to resources, identify priorities and other initiatives for TNFD to consider leading/supporting for addressing nature-related data challenges and opportunities. For example, location-specific, asset-level data, supply chain traceability tools, work flow automation tools etc. This will be built on ongoing engagement with data and analytics providers and users, including through the TNFD Forum, community of practice, and Taskforce working groups; and
 - Support relevant TNFD Working Group(s) on data, analytics and measurement, to leverage insights from Taskforce members and coordinate the Taskforce's ongoing work on data, working closely with the TNFD Technical Director.

4. Lead and manage personnel and other resources assigned to support the TNFD's development of data initiatives, including TNFD Secretariat staff members, contributors from TNFD Taskforce member organisations, secondees and external consultants.

Skills and experience

Strong team management, project management and negotiation/facilitation soft skills in an international context are critical to success in this role. The TNFD Secretariat is a small, flat, multi-disciplinary and multi-cultural team. You must be an entrepreneurial self-starter, able to juggle multiple competing priorities, work horizontally to support colleagues and willing to roll up your sleeves with a 'can do' attitude.

Your fit with our small team and your ability to successfully convene a complex stakeholder environment interested in nature-related data issues is as important as the technical knowledge and experience you bring to this role.

This is also a role that will require a strong combination of analytical skills, the creativity to think outside the box and the communication skills and confidence to present ideas to a wide range of external audiences in small group settings as well as industry conferences. We are looking for ‘solution finders’ not just ‘problem solvers’.

Reporting lines / Accountability

This role reports to the Executive Director of the TNFD and is expected to collaborate closely with the Technical Director.

Essential

- Substantial expertise (10+ years) in, and strong experience with, financial markets, nature- and/or climate-related data and analytics. Market-facing experience with a strong understanding of data user needs (companies and financial institutions) is highly desirable but those with public sector and not-for-profit sector experience are also encouraged to apply;
- Self-starter and able to work without day-to-day management. Consulting experience or background is highly desirable;
- Demonstrated track-record of experience architecting solutions to address data challenges for data users. Prior experience doing so in the context of climate-related and nature-related data solutions is highly desirable;
- Understanding of global data network/platform design and related technical issues such as standards for connecting data and driving quality and comparability for platform users;
- Strong track record in building partnerships for effective data initiatives and/or bringing successful data tools/systems/products/services to market;
- Alignment with TNFD’s vision and principles;
- Strong programme and project management skills, including a demonstrated track record in complex multi-stakeholder contexts. Demonstrated ability to design engagement processes, define workplans and manage budgets;
- A strong international network in the data and analytics field, and outstanding interpersonal and relationship-building skills with partners and other stakeholders at a senior level;
- Collaborative work style with an ability to be effective both as an individual contributor and project manager in a cross-functional and fast-paced international environment;
- Excellent communication, presentation and facilitation skills across a range of formats and audiences. Mastery of MS word, excel and powerpoint assumed;
- A strong independent drive, with a ‘can do’ attitude and the ability to flourish in a dynamic and demanding work environment. Comfortable operating with a level of ambiguity given the complex, multi-stakeholder context of this role; and
- Willingness to travel (10-15% of the time) for international conferences, workshops and other events.

Desirable:

- Advanced degree in a related field, or the ability to demonstrate equivalent knowledge and professional experience;
- Strong people management skills, with proven experience managing high-performance, multi-cultural and geographically dispersed teams;
- An understanding of financial reporting, standard-setting and/or integrated disclosure systems, and the latest developments in this fast-evolving space; and
- Knowledge of one or more sectors with a high impact or dependency on nature, and across a wide range of relevant asset classes.

How to apply:

This role is available initially on a fixed-term basis of 1 or 2 years subject to extension by the TNFD Secretariat.

If you wish to apply, please submit:

- your CV
- a short cover letter (no more than two sides of A4) highlighting your career experience aligned with the requirements outlined above and why you believe you are well suited to working in a small, multi-disciplinary global team like the TNFD.

Please also indicate your country of residence and right to work status when applying (Note: the TNFD will not support international transfers or residency arrangements for this role).

The closing date for applications is 9am (GMT) on Monday 20 November 2023. Please submit your application to recruitment@gfi.green