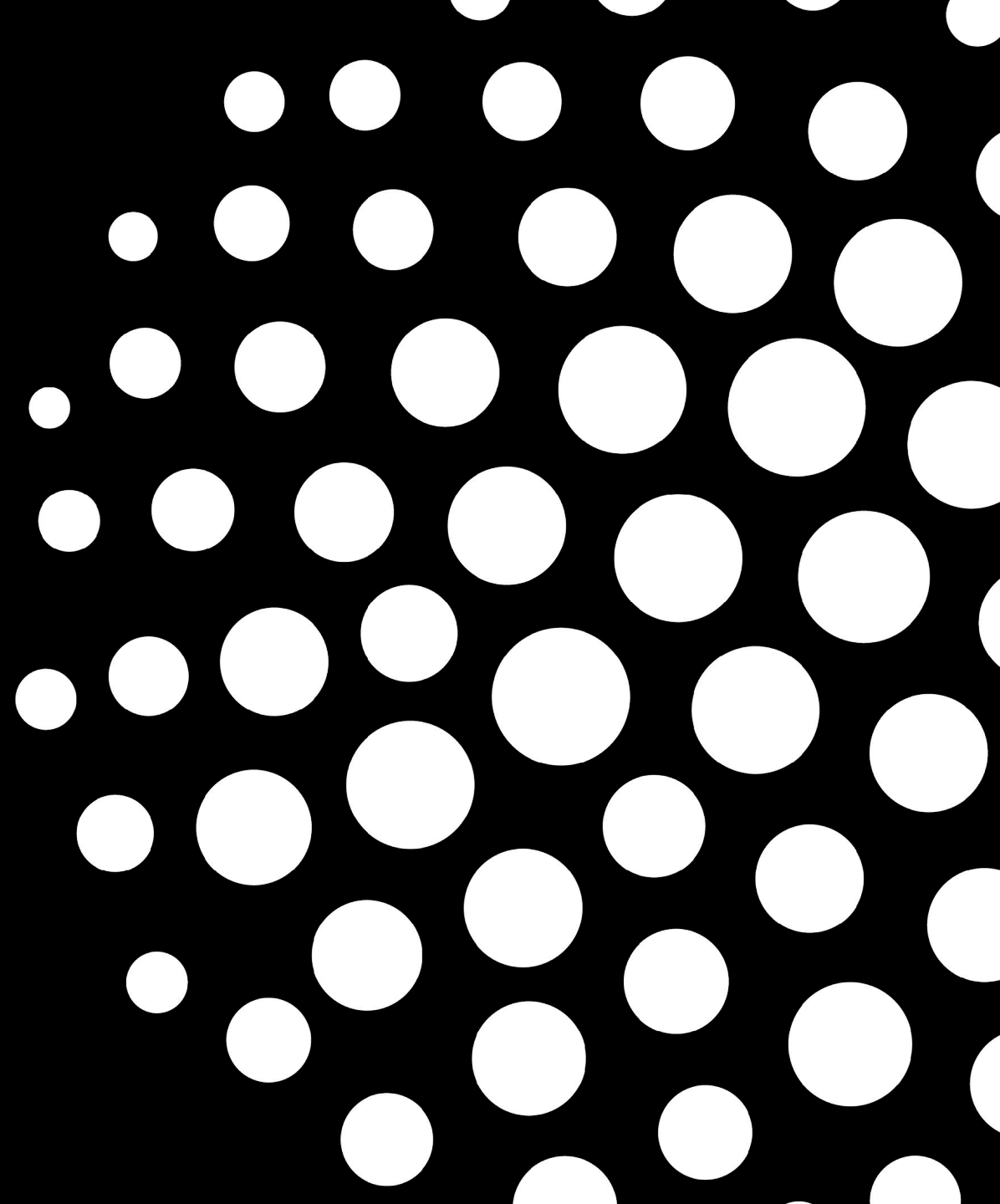


Data Engineer Corporate Performance

February 2025



Welcome to Global Canopy

We are so pleased you found us. Global Canopy is an ambitious, creative and dynamic not-for-profit targeting the market forces destroying nature.

Our special focus is on ending global deforestation, most of which is driven by agricultural expansion for commodities like beef, soy and palm oil that end up in products we all use every day.

In fact, our research shows that \$6 *trillion* in private finance each year is driving this destruction – including 20% of the money that we all put into our pensions.

This is a major driver of climate change, of biodiversity loss and of human rights abuses. To tackle this we deliver radical transparency through our award-winning data platforms, detailing how consumer markets are linked to nature loss.

We enable major companies, investors and governments to take positive action, and we help campaigning organisations and investigative journalists shine a light on those not doing

enough. And we help policymakers to design laws that make it mandatory for the private sector to change.

We are now growing rapidly as an organisation – expanding our work and teams in key geographies like Brazil and South East Asia. And we are deepening our relationships with major investor networks as we redouble work to remove deforestation and nature-related impacts from lending and investment portfolios worldwide.

As part of our team, you will be at the heart of global efforts to tackle the intertwined climate and nature crises. And you will find yourself surrounded by engaged, positive and committed colleagues determined to make a difference.

Please join us, this is urgent.

Niki Mardas, Executive Director



About Global Canopy

Global Canopy is a data-driven not for profit delivering real transparency and accountability for market impacts on nature and people. Our special focus is on ending deforestation – an essential step in achieving urgent global goals on climate, nature and human rights.

We deliver our work via three main strategies:

1. on **open data** (including via major global data platforms like [Trase](#), [Forest 500](#), [Forest IQ](#), and [ENCORE](#));
2. on creating stronger **voluntary and compliance frameworks** to address nature loss (we are a founding partner of the [TNFD](#));
3. and on accelerating **accountability and action by the finance sector** towards deforestation-free portfolios.

Our platforms, data and insights are relied upon by Fortune 500 companies, major financial institutions, national and regional governments, and some of the most effective campaigning organisations worldwide.

We work globally, with a focus on both forested regions (particularly across Latin America and South East Asia), and major consumer and financial markets (with a focus on Europe, the US, Singapore and China).

We have a distributed team of around 70 people worldwide, with a main office in Oxford (UK). We work via close and deep partnerships, including with institutions like the Stockholm Environment Institute, the UN Climate Change High-Level Champions, UNEP Finance Initiative, the World Conservation Monitoring Centre, the Zoological Society of London, and many many others.

Corporate performance

A growing number of companies and financial institutions are seeking to mitigate their impacts on nature. But many have made commitments that are not being met, and others are failing to take any action at all.

We hold to account through our **Forest 500 project**, assessing the policies and performance of influential companies and financial institutions. And our **Deforestation Action Tracker** monitors financial institutions with significant climate commitments to track their action on deforestation and associated human rights abuses.

We also support financial institutions and investors with our suite of **Deforestation-free Finance Guidance** and a forthcoming new tool, **DEFT Pathway**, to support effective engagement with high-risk companies. We support the finance sector, policy makers and other stakeholders by providing market-leading data on deforestation and ESG metrics through **Forest IQ**.

55%

of global GDP is moderately or highly dependent on nature



\$6.1tn

of finance flowed to
companies in forest
risk supply chains
in 2023

The role: overview

Global Canopy is seeking a hands-on Data Engineer to help modernise and automate our data platform as we scale. As well as performing data uploads, data cleaning and other routine tasks using existing methods, you will suggest and implement improvements to make these tasks more straightforward and robust. You will be well versed in best practices for data engineering and will be comfortable following industry-standard development processes.

Our data is complex and text-heavy, with both internal and third-party data sources. We are aiming to reduce the number of manual interventions required in its processing and make our systems more reliable and efficient. Tasks you will be involved with include:

- Building data pipelines using appropriate tooling.
- Adding new and altering existing cloud data infrastructure.
- Creating automated CI/CD pipelines.
- Fixing issues found in the data, and implementing checks to ensure they don't recur.

Key products you will be working on are:

Forest 500: this ranks the most influential companies and financial institutions in forest-risk supply chains. We track their progress and each year produce a comprehensive assessment, based on 180,000 data points, gathered and analysed by our team in over 20 languages.

Forest IQ: this brings together existing datasets on deforestation that support the finance sector and ESG service providers to improve metrics on deforestation. Seven datasets are connected in our Corporate Performance database, and these are mapped to produce three core metrics.

Our data systems currently include: a core database with data across 10 schemas; a webform for team members to input assessment data against the methodology; automated data checking and cleaning processes, supplemented by manual checks; and an API for website and user access.

The role: overview

A thirst for continuous improvement is essential with this role; we are looking for someone who, when faced with a cumbersome process, will create proposals to make it work better as opposed to just putting up with it. You will ensure that quality is baked into the work that you do. This is a role where you will be able to have a big positive impact on the team.

You will contribute to a culture of kindness, collaboration, rigour and accountability in equal measure. You will come to work with a sense of urgent mission, but one balanced by emotional intelligence. You will share our conviction that it is not just what we do that matters in our working life, but how we do it too.



The role: responsibilities

Data systems and pipelines:

- Turn existing processes into automated data pipelines using industry-standard tooling.
- Develop ETL pipelines to ingest new datasets.
- Write automated tests for data pipelines.
- Assist with efforts to make our data more accessible to non-technical users.
- Follow data engineering best practices to ensure clear data lineage, good governance and high performance.

Data infrastructure and deployment:

- Create, update and maintain cloud infrastructure in AWS using terraform.
- Assist in the development of our data warehouse.
- Support the creation of CI/CD pipelines.
- Ensure clear change management processes are followed.

Bugs and issues:

- Investigate and fix issues with the data and the processes around it.
- Liaise with stakeholders to ensure issues are fully resolved.
- Propose solutions to prevent issues recurring.

Tech stack:

- SQL (ideally Postgres)
- Python (including pandas)
- R
- Terraform for infrastructure as code
- Git for source control
- GitHub actions for CI/CD
- Cloud infrastructure (ideally AWS)
- Airflow or other pipeline orchestration tool
- dbt or other transformation tool

About you

To be successful in this role, these are the things that will matter the most:

- Experience building robust ETL pipelines.
- Experience working with common cloud data engineering tools.
- Strong SQL and python skills.

Essential behavioural competencies:

- Engaging and developing good working relationships with multiple stakeholders.
- Attention to detail and quality.
- A problem-solving approach and ability to identify opportunities to improve data systems.
- Good organisational skills and ability to manage a varied workload.

Skills and experience:

- Strong technical skills well-aligned with our tech stack
- Experience in an environment following agile software development practices.
- Knowledge of good database and data warehouse design principles.

Desirable:

- An understanding of ESG data, nature-related data and/or assessment or disclosure initiatives.
- Experience working in a small team where everyone wears multiple hats.
- Familiarity with data visualisation tools such as Metabase.



Our values

As an organisation committed to achieving system-wide change, we operate in a challenging environment. Our organisational values help guide our ways of working and keep us accountable to these standards:

Entrepreneurial – We develop bold new ideas to catalyse system wide change.

Impactful – We learn from what works, hold ourselves and others accountable and work in collaboration with others.

Inclusive – We celebrate diversity, value teamwork and support individuals to fulfil their potential.

Clear – We listen actively, think critically and communicate with clarity.



Salary & benefits

Salary

£45,000 full time equivalent.

This role sits within Band D on Global Canopy's remuneration framework.

Nature of contract

Full time. Fixed term for 18-24 months. We are a flexible employer and welcome candidates wishing to work flexibly.

Base

Our office is in Oxford, with flexible home-working arrangements in place.

Holidays

36 days (including bank/public holidays) for discretionary use across the annual leave year. Option to purchase up to an additional 5 days or equivalent of one week's leave.

Pension

Employer pension contribution of 7%.

Healthcare cashback plan

Covering dental fees, eye-care, wellbeing, physiotherapy, chiropody and much more – for you and any children.

Group Life Assurance

Paying a lump sum of 3 times annual salary

Group Income Protection

Paying 75% of annual salary for up to 2 years (for long term sickness).

Employee Assistance Programme

Which provides free, confidential advice on personal and legal matters.

Other

Huge range of discounts and cashback deals at gyms, restaurants, holidays, and much more.

How to apply

To apply for the position, please use this [link](#) and submit an up-to date CV and covering letter.

The covering letter should explain your motivation for the role, and how your skills and experience fit the person specification. (Please no more than 1 side of A4).

All candidates are asked to complete an anonymous diversity monitoring form when they apply.

The closing date for applications is **17th March 2025 at 9am GMT**. Early application encouraged. We may close applications early if suitable candidates are identified.

Screening calls are provisionally planned for w/c 24th March, and will be conducted remotely via a video call.

At Global Canopy, we value diversity and inclusion. You can read our diversity statement on our [website](#). We encourage applications from all backgrounds and are committed to having a team with a diverse set of skills, experiences and abilities.

Global Canopy works on issues of global deforestation. We are particularly interested in strengthening our team to include those with a background from forest regions such as Latin America and South East Asia. We would welcome applications from people from these regions.

If you have any questions about the position, then please contact: hr@globalcanopy.org.

Applicant data will be managed in accordance with the candidate privacy policy available on our [website](#).

Thank you

HR Team

hr@globalcanopy.org

Find out more at globalcanopy.org