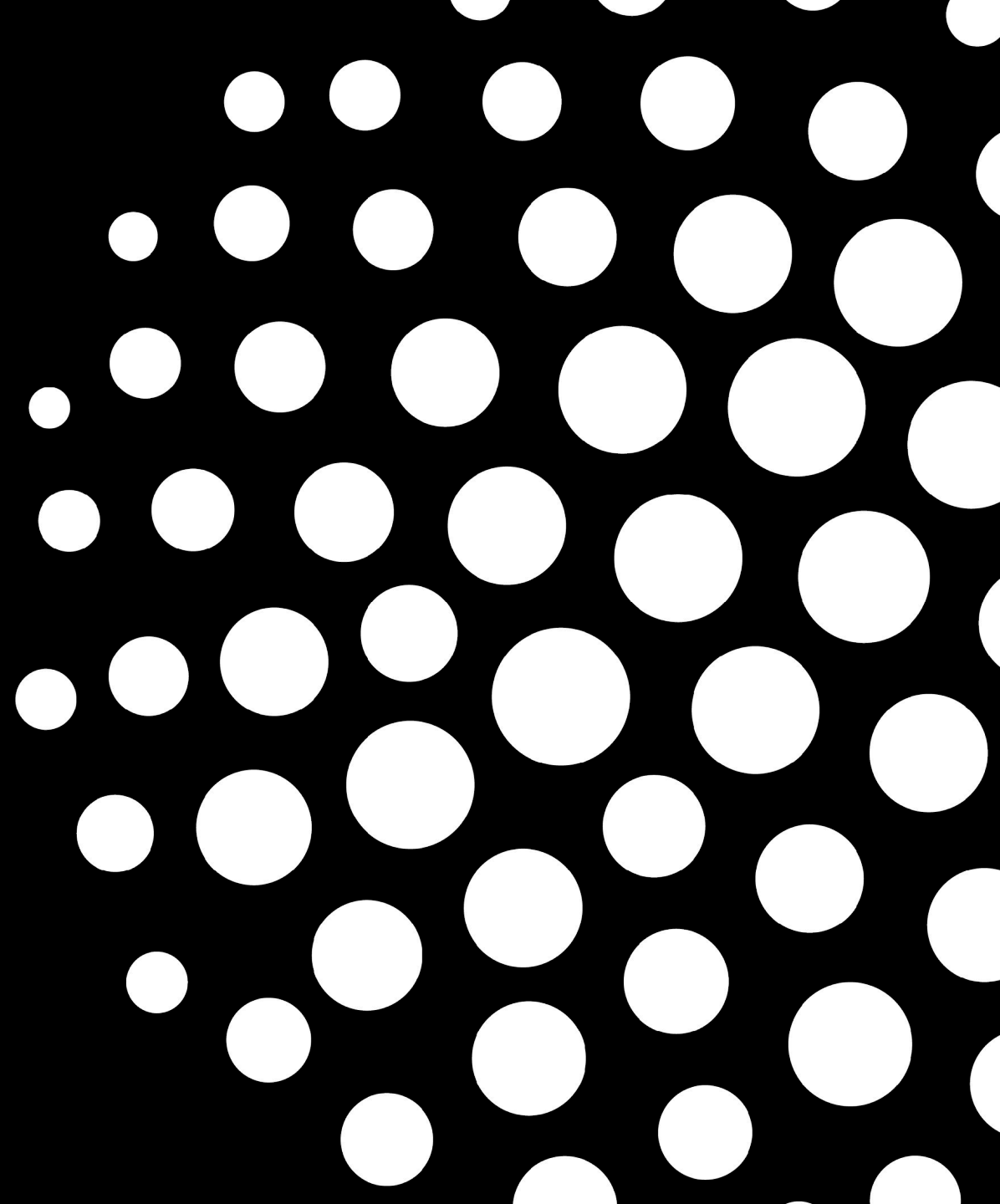


Data Systems Lead Corporate Performance

August 2024



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 60 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 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 an experienced and effective Data Systems Lead at a moment of very rapid growth and ongoing opportunity for the organisation as we implement our 2023-2030 strategy to end market impacts on nature.

This newly created role is an exciting opening for a motivated individual with strong technical expertise to build out and support the expansion of Global Canopy's world-leading environmental data into systems that will support our key audiences, particularly in the finance sector, to eliminate deforestation.

You will have a proven track record of effective planning and execution in a relevant organisational setting, and will be able to flourish in a collaborative and dynamic non-profit, working with complex programmes and partnerships worldwide.

You will line manage at least one other data team member as well as coordinating third party data and product service providers and the budget for engaging them.

The role will focus on the projects in Global Canopy's Corporate Performance programme but will liaise closely with analysts,

researchers and other data and product focused roles across the organisation. These projects include:

Forest 500 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. Our database contains 10 years of data from the annual assessments.

Commitment tracking: we track other samples of companies and financial institutions against their commitments to eliminate deforestation; communicating and visualising their progress.

Our data systems for these assessments include: a core database with data and supporting tables across 10 schemas; a webform for team members to input assessment data against the methodology; automated data checking and cleaning processes, supplemented by manual team checks and updates; a platform for assessed entities to view and comment on their assessments and for the internal team to respond; and an API for website and user access.

The role: overview (continued)

Forest IQ: with support from the Norwegian Government and working in partnership with ZSL SPOTT and SEI, Forest IQ 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 mapped to produce three core metrics using python, bash and sqitch.

Trase: Trase is a pioneering sustainability data and intelligence platform that reveals the connections between consumers, producers and investors, as well as the environmental and social impacts linked to global supply chains. Trase has an established technical team which manages the data and visualisations, and this role will collaborate with that 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 data management:

- Improve, develop and maintain data systems for Global Canopy's Corporate Performance programme data.
- Together with one of the Data Scientists already in the team, ensure our data systems and postgresQL database are operating efficiently, securely and in line with best practices.
- Coordinate third party data and product service providers and the budget for engaging them.

Management of data inputs and expansion:

- Develop pipelines and ETLs to incorporate new datasets.
- Expand the use of data tools to enable researchers in the team to access the database, both to input new data and for analysis.
- Provide additional technical capacity for database updates and data releases - such as updating PL/pgSQL functions.
- Improve, develop and implement regular data quality checks.

Support the maintenance and use of our APIs:

- Support in the maintenance of our existing APIs for user access and connecting to our websites.
- Monitor use of our data and APIs and identify areas for improvement.

Contribute to the wider organisation:

- Work with the wider team, and in particular with those in data and product focused roles in other programmes, to develop agreed approaches for the monitoring and maintenance of our data management systems.
- Actively contribute to the strategy of the Corporate Performance programme and to the organisation as a whole.

About you

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

- Demonstrated professional experience in developing and maintaining data systems.
- Proficiency in SQL and Python; these are essential.
- A strong drive to contribute to our mission and a passion for sustainability.

Essential behavioural competencies:

- Managing time across multiple priorities, projects and deadlines.
- 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.

Skills and experience:

- High level of proficiency in SQL management and Python.
- Experience of building and managing databases in AWS.
- Building and maintaining ETLs and APIs.
- Experience developing and implementing procedures to improve internal data governance.
- Familiarity with version control e.g. Git.
- Strong communication skills, including to non-technical team members.

Desirable:

- An understanding of ESG data, nature-related data and/or assessment or disclosure initiatives.
- Experience with sqitch or other database change management systems.
- Experience in leading a team and/or managing direct reports.



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

£55,000 - £65,000 full time equivalent

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

Nature of contract

Full time, permanent. 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.

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 **16 September 2024 at 9am BST**. Early application encouraged. We may close applications early if suitable candidates are identified.

Screening calls are provisionally planned for w/c 23 September, 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