



# Officer - Race to Zero Independent Compliance Mechanism

<b>The role</b>	The ICM Officer will report to and work with the ICM Director and be involved in two streams of work. First, s/he will support the ICM Director in the ICM design process in the run up to COP27. Second, s/he will support the ICM Director in the overall administration and running of the ICM thereafter.
<b>Duration</b>	Full time role over 12 months
<b>Contract Type</b>	Independent contract
<b>Start date</b>	As soon as possible
<b>Location</b>	Flexible. We are a global team, so the role may require some travel.
<b>Remuneration level</b>	Remunerations will be in line with market rates, and commensurate with experience and location. Remuneration is inclusive of annual leave.
<b>Annual leave</b>	6 weeks unpaid leave
<b>Reporting to</b>	ICM Director
<b>Other</b>	<ul style="list-style-type: none"> <li>• The candidate is expected to work from home, with occasional travel as and when requested.</li> <li>• In some locations, a collaborative office space may be available.</li> <li>• The candidate is expected to provide and maintain their own ICT and work tools.</li> <li>• Out of town travel and other work related expenses will be reimbursed in line with the travel and expense policy</li> </ul>
<b>Recruitment process</b>	<p>Please submit a CV and cover note (A4 page) to <a href="mailto:opportunities@climatechampions.team">opportunities@climatechampions.team</a></p> <p><b>Please mention “ICM Officer” in the subject of your email</b></p> <p>Applications will be assessed on a rolling basis from 04 July 2022, with virtual interviews taking place soon after</p>

# The Climate Champions Team



## Background

The Climate Champions Team provides support to the UNFCCC High Level Climate Champions to deliver on the mandate from Parties: to drive climate action and enhance ambition by non-state actors. Working with the Marrakech Partnership and other partners, we mobilise businesses, investors, cities, regions and civil society and act as a bridge between non-state actors and national governments to reach the goals of the Paris Agreement. At COP26, the two serving High Level Climate Champions launched [a five year plan](#) to deliver on the mandate from Parties. It sets out objectives and details of the tools employed to achieve them, across six key functions for the work of the Climate Champions Team for the period 2021 - 2025.

The global team is resourced to support the major campaigns [Race to Zero](#), [Race to Resilience](#), [Glasgow Finance Alliance for Net Zero \(GFANZ\)](#), as well as sector-focused systems transformation using the [Climate Action Pathways](#), and [2030 Breakthroughs](#). Alongside this, we are continuing to strengthen the accountability mechanisms of the campaigns and assess the overall state of systems transformation as we prepare to support the global stocktake.

COP27 offers a unique moment to drive transformational change, scaling action for climate-vulnerable communities, and mobilising finance to developing and emerging economies, to move from ambition to implementation and halve global emissions and protect four billion people from climate impacts by 2030.

The Champions' [Race to Zero](#) Campaign has had incredible success in mobilising a wide range of non-state actors to sign up to voluntary net zero commitments. With the number of Race to Zero Partners now exceeding 25 initiatives, together rallying well over 10,000 non-state actors who need to meet continuously strengthening criteria, Race to Zero must now ensure that members deliver on their promises.

# The Climate Champions Team



For this reason, the Champions have resolved to implement an independent compliance mechanism tasked with investigating and acting upon allegations of member non-compliance with Race to Zero's minimum criteria. It was determined that an ICM Office would be established to guarantee the ICM's functional independence from the Champions, to lead on the ICM design process and to run the ICM once it is launched. The ICM Officer will work under the ICM Director, who holds overall responsibility for the ICM Office.

## Overview of the Role

The ICM's aims are to:

- Strengthen credibility, accountability and transparency of Race to Zero
- Sanction Persistently non-compliant behaviour
- Impose least onerous interventions to achieve desired outcomes
- Contribute to improved regulation of the broader net-zero system for non state actors
- Empower partner initiatives to avoid and remediate non compliance
- Mitigate attrition of good faith current and prospective members
- Sunset into regulation

The ICM will have capacity to accept enquiries from the public and to trigger investigations of its own initiative into members of Race to Zero. It is envisaged that the ICM will be analogous to mechanisms like the FSC's [Investigations Mechanism](#) and offer a forum to challenge unacceptable practices by Race to Zero members which are failing to comply with the Race's [minimum criteria](#).

The ICM Officer will work under the supervision of the ICM Director in the ICM Design process. S/he will provide substantive support in organising and running multi-stakeholder engagement, in line with Guiding Principle 31 of the [UN Guiding Principles on Business and Human Rights](#), to ensure that the ICM framing policy is designed following and in line with the outcomes of meaningful consultation with Race to Zero partners and environmental NGOs (envisaged users of the compliance mechanism). It is expected that the ICM's

# The Climate Champions Team



framing policy will be in place by COP27, and that the ICM will commence accepting enquiries as soon as possible thereafter. The ICM Office will then be responsible for running the ICM successfully post launch.

## **Key Responsibilities include:**

### **1. Supporting the ICM Design Process. This will involve:**

- Assisting the ICM Director in conducting relevant research and analysis to assess the benefits and risks of different design choices. Consequently, assisting the ICM Director to, where appropriate, advising the Champions on preferred design options for an effective grievance mechanism, on the overlap between the ICM and parallel processes (e.g. the annual criteria consultation process, the Expert Peer Review Group procedures), on the link between voluntary compliance mechanisms and formal regulation / third party accountability mechanisms, and on any associated risks and opportunities.
- Providing the ICM Director with administrative and substantive support in devising and running a series of meaningful consultation rounds with Race to Zero partner initiatives in order to understand partner expectations and concerns. This will involve managing partner and member expectations to mitigate the attrition of good faith present and future members of the Race.
- Providing the ICM Director with administrative and substantive support in devising and running a series of meaningful consultation rounds with envisaged ICM users and interested parties (i.e. environmental NGOs such as Greenpeace International, the New Climate Institute, Climate Arc, etc.) to ensure that the expectations of the wider public and potential users of the mechanism are taken into account and inform the design of the ICM.
- Providing the ICM Director with administrative and substantive support in engaging, to the extent appropriate, with academics and experts specialising in the effectiveness of grievance mechanisms to ensure

# The Climate Champions Team



that the ICM is built in a way that guarantees effectiveness, robustness and transparency.

- Providing the ICM Director with administrative and substantive support in engaging, to the extent appropriate, with experts specialising in the assessment of net zero voluntary commitments by corporate actors.
- Relying on the outcomes of consultation to make informed recommendations to the ICM Director about preferred design options.
- Assisting the ICM Director with research and drafting support, in drafting the ICM Framing Policy, which will comprehensively set out the ICM's vision, objectives, governance, admissibility and prioritisation criteria, informal, formal and appeal stages, etc.

## **2. Running the ICM once it is launched following COP27, by:**

- Working under the supervision of the ICM Director to run the ICM Office.
- Conducting relevant research to identify suitably specialised sectoral experts to be appointed as external mediators and investigators on a case by case basis.
- Assisting the ICM Director in the triaging of enquiries and in assessing whether the enquiries meet predefined admissibility criteria. Conducting relevant research to apply prioritisation criteria in an evidence-based manner in order to select enquiries requiring investigation.
- Assisting in overseeing the informal, investigatory and appeals process from an administrative side. The ICM Office will have no role in investigating any of the enquiries received, which will be externally and independently investigated. However, the ICM Office will be responsible for sourcing suitably specialised sectoral external experts to act as mediators and investigators at the informal and formal stages of investigation, and for overseeing the overall ICM processes

# The Climate Champions Team



- Assisting in the decision-making process in respect of enquiries to determine what action, if any, should be taken against investigated members.
- Assisting in the publication of case results on a public platform. If and where necessary, assisting with the drafting of suitable summaries of investigation outcomes and decisions.
- Throughout, liaising with the Champions team, Race to Zero partners, enquirers and Expert Peer Review Group. In particular, engage regularly with Race to Zero partners to assist them in monitoring members' compliance.
- Where appropriate, support the ICM Director in conducting relevant research and determining whether to trigger investigations into Race to Zero members of the ICM's own initiative.

## About You

The successful candidate will have a background in law and / or research and monitoring, with significant experience in conducting research and analysis in the field of net zero voluntary commitments. S/he will be a highly motivated self-starter, happy working across different time zones and cultures in a high-profile, fast-paced environment. S/he is able to exercise sound judgement in managing challenging relationships with a large variety of internal and external stakeholders. S/he should be prepared to work closely with and under the direction of the ICM Director, and should be flexible in tailoring her / his role and duties to the requirements of the ICM Director.

The following requirements are essential:

- Exceptional research and analytical skills. A background in monitoring is highly desirable
- Strong understanding of corporate accountability
- Experience in compliance and accountability is highly desirable
- Experience working in the area of net zero voluntary commitments or associated fields (e.g. net zero standards, net zero analyses across sectors,

# The Climate Champions Team



the assessment of credibility of net zero pledges, the definition and understanding of net zero)

- Good understanding of existing and emerging regulation in the context of net zero commitments, sustainability due diligence reporting and disclosure and transition plans
- Strong analytical skills and attention to detail
- Excellent team, process and project management skills, with ability to juggle multiple priorities and deadlines, and bring out the best in a diverse team across a broad range of global geographies and time zones
- Excellent communications skills, verbal and written
- Collaborative and collegial working style, and a strong team player
- Ability to manage ambiguity and change
- Committed to systemic transformation and good understanding of the levers for change to achieve the objectives of the Paris Agreement
- Determination to support climate action, and a commitment to the Climate Champions core values (below)

## Core Values

- **Unite behind the science:** we commit to make the changes scientists tell us are needed.
- **Build upon the incredible work to date:** we will cross-fertilize and amplify the work of the many heroes who have already committed so much to addressing climate change.
- **Take into account different ideas and perspectives:** we're willing to be challenged and to challenge, we look for the best in people and the best, most sound and most credible ideas, wherever they come from.
- **Practice stubborn optimism:** we recognize the scale of the problem, combined with an absolute determination to build our way out.
- **Seek progress not perfection:** all of us can be criticized and many of those best able to advance this issue are currently the biggest causes of it. We can't allow cynical greenwashing, but all who are serious about tackling climate change positively will be welcomed.

# The Climate Champions Team



- **Be humble and generous:** we keep our egos in check and work together for the good of the whole

## **Code of Conduct**

As a member of the Climate Champions Team you are required to adhere to the highest standards of conduct and behaviour, protecting the integrity of the mandate from Parties, the UNFCCC process, the UNFCCC institution and the COP presidency. Prior to joining the team, you will be required to familiarise yourself with, and sign up to, the UNFCCC Code of Conduct. And shortly after joining, there will be a number of mandatory induction meetings to ensure you have the information and tools needed to work to the highest standards.