



Senior Program Manager, Innovative Finance Lab

NatureFinance (NF)

About NatureFinance

NatureFinance is a Swiss-based, international non-profit organization dedicated to aligning global finance with more equitable, nature positive outcomes. We work to make nature count on global finance and the global economy. NatureFinance is active in advancing the use of data to disclose and manage nature related risks, developing impactful and equitable nature markets, and advancing financial innovation in the areas of sovereign debt and nature positive investment. We develop tools to help financial actors better assess and align their investments with nature positive outcomes and push for stronger costs and consequences where finance is failing to address nature liabilities. We work remotely and pride ourselves on a collaborative and supportive work environment.

NF Innovative Finance for Nature Lab

One of NatureFinance's core strategic goals is to accelerate innovative and equitable finance for nature at scale. Innovative Finance for Nature Lab seated under this body of work encompasses a wide range of more experimental instrument design, process innovation, direct piloting and policy reform efforts aimed at harnessing finance for nature at scale. The Lab's work has three core pillars, which are:

- Designing and iterating innovative nature financing mechanisms optimized for scale, equity, financial materiality and resilience, creating detailed blueprints of instruments and key performance indicators (KPIs) that can be readily piloted or deployed by market actors.
- Accelerating the adoption of innovative nature financing mechanisms, leveraging enabling technologies, analytical tools, and design techniques to lower transaction times and costs.
- Testing innovative nature financing mechanisms and acceleration strategies with catalytic actors at the sub-national/quasi-sovereign levels, connecting solutions to the financial inclusion agenda and stimulating demand from domestic capital sources and private wealth.

Senior Program Manager, Innovative Finance Lab

The **Senior Program Manager (SPM)** plays a pivotal role in advancing Nature's Finance mission to drive innovative and equitable finance for nature at scale.



Reporting to the **Lead of the Innovative Finance Lab**, this position sits at the critical intersection of finance, innovation, and nature. The role requires the ability to help conceive, test, study and socialise new solutions and investment propositions that can help to expand the frontiers of nature finance, not only in products but also in processes for how to adopt them, and complementary reforms to enable their implementation at scale.

Core areas of focus and Responsibilities:

Shape and implement lab pilots and projects: Lead the development and implementation of the **KPI Accelerator**, supporting the conceptualization and execution of new initiatives across relevant thematic areas including retail finance, insurance, biodiversity credits, and sovereign debt.

Collaborate with the team at SSDH: Work closely with SSDH colleagues to advance experimental ideas that require a solution-driven, non-neutral approach. Cultivate and manage relationships with key stakeholders, fostering high-impact collaborations.

Project & Resource Management: oversee consultant engagement and external research initiatives, advocacy, and partnership coordination. Manage project budgets ensuring financial oversight and compliance with partner commitments.

Fundraising and Resource Management: Collaborate with the lead and relevant internal colleagues to support proposal development for NatureFinance's work in space. Provide market insights and policy recommendations, representing NatureFinance at global conferences and strategic roundtables.

Cross-Team Collaboration and Strategy Evolution: Work closely with the lead and colleagues across NF's other goals and objectives as well as geographies (e.g. Brazil and South Africa) to evolve and implement our strategy and maintain dynamic alignment with organizational goals.

Thought Leadership & Communication: Contribute to industry reports, market updates, and innovation strategies that shape the nature finance agenda.

Develop content and manage communications to ensure timely delivery of projects. Act as a key representative at high-level events such as COP meetings and annual global forums.

Qualifications and Experience

- Expert knowledge of financial technologies, instruments, and markets, both public and private
- Experience in sustainability labelled sovereign debt issuance either from a DMO, an MDB, an investment bank sovereign capital market department, a sovereign advisory company or a financial market infrastructure entity (major exchanges, financial market trade associations, etc.)
- Broad experience in sovereign debt structuring and government debt markets



- Experience in organizing and running incubation lab activities, including running design sprints a plus.
- Direct experience with engaging with multiple stakeholders involved in (re)structuring sovereign debt transactions and with the capacity to organize and convene key parties.
- A deep understanding of development finance, and specifically credit enhancement.
- Familiarity with blended finance instruments and processes.
- Familiarity with green, sustainability, social and sustainability-linked bonds and other debt instruments and the sustainability-related debt ecosystem.
- Familiarity with collaborative initiatives and engagement with leading-edge academic and research coalitions in the field of development finance.
- Familiarity with the latest initiatives and developments on the nexus of nature (climate change, biodiversity) and global financial system and institutions Familiarity with the technical aspects of sustainability themed bonds issuance (such as KPI setting, verification and MVR) is a plus.
- Experience in team management in a fast-evolving environment.
- Excellent writing skills in English. Fluency in other languages such as Spanish, Portuguese, French, Russian or Mandarin would be helpful but not essential.

Personal Attributes:

Cultural Sensitivity: Understanding and respect for diverse cultural perspectives, especially in the context of working with different geographies, cultures and backgrounds.

Adaptability: Flexibility to adapt to changing priorities and work environments.

Integrity: High ethical standards and a commitment to confidentiality and professionalism.

Initiative: Self-motivated with a proactive approach to work and the ability to drive initiatives independently.

Terms

The role will be full-time, working remotely, with a requirement for a candidate to be located in Switzerland, or another GMT/CET time zone location where NatureFinance has existing team members (London, Madrid)

The team member notes that, due to the characteristics of NF's business and the position, they might be required to make some trips.

NatureFinance is an Equal Opportunity Employer

We are committed to fostering a diverse and inclusive workforce and encourage candidates from all backgrounds to apply. We look forward to welcoming a dynamic individual who shares our passion for aligning finance with nature-positive outcomes.



How to Apply

We recognize that candidates may not meet every listed criterion. However, if you believe your skills, experience, or unique perspective would add value to this role, we encourage you to apply.

To be considered, please submit your resume and complete the [Application Questionnaire](#) by 15th June, 2025.

Recruitment Process:

- Initial interview conducted with the Hiring Manager
- Skills assessment – A 60-minute task-based test or scenario questionnaire
- Final interview panel with relevant NatureFinance team members.
- **Ideal start date: 1st August 2025**