



Carbon Analyst

About Earthly:

Earthly helps over 700 organisations remove carbon, restore nature, and support communities by investing in the world's leading nature-based projects. Our platform is powered by a rigorous quality assessment that screens 150+ data points across three interlinked pillars: carbon, biodiversity, and social impact. This enables our clients to de-risk and optimise their nature strategies by investing only in top-performing projects aligned with their environmental and social goals.

We're proud to have the backing of Google, OnePlanet Capital, and Evenlode Impact and to be recognised as a leader in NatureTech, winning the COP27 ClimaTech Run Prize, the World Economic Forum's 2023 NatureTech award, and being named 2023 Start-up of the Year at Retail Week Live. We're also a certified B Corp with a score of 115, placing us in the top 5% of B Corps globally.

Our mission is to help protect and restore at least 1% of the planet by 2030.

Why focus on Nature-based Solutions?

We face two interconnected emergencies: climate breakdown and biodiversity collapse. Nature-based solutions (NbS) address both by drawing carbon from the atmosphere while restoring ecosystems and enhancing resilience. Yet NbS currently receives just 3% of global climate mitigation funding. Earthly exists to change that, accelerating investment into high-impact projects that protect the natural systems we all depend on.

Who we are:

We're a diverse team of entrepreneurs, engineers, and scientists united by a shared commitment to reversing climate breakdown and restoring the natural world. Our work is grounded in science and guided by an independent scientific board made up of world-leading NbS experts, who provide oversight on project evaluation, selection, and verification.

Diversity Statement

At Earthly, we believe that diversity is essential to innovation. We embrace individuality and actively strive for equity in all we do. Our culture values people for who they are, where they come from, and what they bring to our mission. Our policies are designed to prevent discrimination and ensure inclusion regardless of gender identity, sexual orientation, ethnicity, religion, age, neurodiversity, disability status, or any other aspect of identity. We're building a workplace where everyone belongs.



Role Overview

We are looking for a motivated **Carbon Analyst** with a minimum of 3-5 years of relevant work experience to join Earthly's Research Team. The candidate will work alongside the GIS Researcher, Portfolio Lead and Origination Lead developing, consulting, and/or assessing high-integrity carbon projects globally.

Key Responsibilities

- **Project development & consulting:**
 - **Feasibility studies:** estimates of carbon removal/avoidance potential based on geospatial analysis, preliminary baseline sampling, and literature; protocol & methodology eligibility analysis
 - **Due diligence & baselining:** carbon baseline selection, dynamic baseline estimation, sampling strategy, buffer and leakage deductions, carbon curve modelling following selected carbon methodology
 - **Registration:** Project Description and monitoring report writing following VCS & CCB, PlanVivo and/or other standards. Registration, validation, monitoring, reporting, verification, Registry relations and account management, VVB contracting & management, Corrective Action Request resolution
- **Project assessment and sourcing**
 - **Carbon assessments:** assessment of both mature and early-stage projects' alignment with most common carbon methodologies (e.g. VM0047, VM0048, VM0033...), quantitative additionality and overissuance screening through independent assessment of carbon projects' claimed baseline and expected carbon impact.
 - **Sourcing and onboarding:** searching, assessing, writing gaps & recommendations reports, writing of technical reports and public-facing project summary pages and identifying the highest quality projects to be onboarded on the earthly portfolio
 - **Technical support for sales:** Filling in RFP questionnaires, responding to third-party due diligence and offtaker/investor's questions



Relevant Candidates will have:

Essential Qualities:

- Masters' degree or PhD in a relevant scientific field such as environmental sciences, physics, environmental engineering, etc.
- 3+ years of relevant work experience, specifically quantitatively modelling carbon impact of Nature-Based solutions.
- Familiarity with at least some of the most common carbon methodologies used in the VCM (e.g. Verra's VM0033, VM0042, VM0047, VM0048; PlanVivo's PM001; CAR's Mexico Forest Protocol, etc)
- Flexibility and agility in critically adapting theoretical academic knowledge to local idiosyncrasies and data, knowledge or time constraints.
- Reliability when working independently under pressure on sensitive tasks, which will determine the success or failure of nature-based projects.
- Clarity and conciseness when writing for both a technical and non-technical audience, adapting the tone to the context and purpose.
- Ability to work collaboratively, empathetically and effectively ask and give feedback, and be aware and transparent about one's limitations, asking for help when needed.

Desired Qualities:

- Experience writing Project Description Documents following one of the most common nature-based carbon methodologies (e.g. Verra's VM0033, VM0042, VM0047, VM0048; PlanVivo's PM001; CAR's Mexico Forest Protocol, etc)
- Experience successfully going through Verra or similar registries' registration process until issuance and beyond.
- Practical experience with successful nature-based project development on the ground
- Familiarity with the Voluntary Carbon Market, its trends and quality frameworks such as ICVCM, CORSIA, etc.
- Knowledge of use cases and limitations of major publicly available remote sensing datasets used to estimate deforestation rates and biomass
- Experience with carbon monitoring and statistical modelling.

Benefits

- **4-day work week:** We are passionate about the right work/life balance, and we give you back 1 day per week to spend with your family, on your health & well-being, to support other social impact projects and your personal & professional development
- **Flexible Working Hours:** We expect you to drive our mission forward every day when you're at work. Within reason, we do not mind when this happens. We just mind that it happens.



- **Personalised Workspace:** We want your workspace to be ergonomic, comfortable, and productive. We offer a stipend for improving the quality of your workspace.
- **Parental Leave:** Building a family is another full-time job. We want to ensure that you are able to fulfil your duties as a parent without having to worry about your future at the company. As such, we offer generous maternal and paternal leave.
- **Caregiving Leave:** We appreciate that life can throw difficult situations your way. If a loved one is critically ill or injured, or if they require end-of-life care, we'll encourage you to take time off and will support you in that decision.
- **Professional Development:** We want the team to always have opportunities for continued growth, whether that's in areas related to your role or not. We encourage you to reach out for financial support in relation to professional

The package includes:

- Competitive salary
- Future share options
- 23 days paid holiday
- 100% remote working
- Biannual team trips to meet and work with your colleagues

Please apply [here!](#)

Thank you for your interest.

