



Social Impact Intern

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 2024 Earthshot nominee and 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 individual to join the Research Team as **Social Impact Intern** and deepen our work to improve the social integrity of nature-based solutions within the carbon market. The candidate will work closely with the Origination Lead to develop the local community engagement in new nature based projects, and with the Research Portfolio Lead to assess the social impact of existing projects. The paid internship will last 3 months, and the candidate may be given the opportunity to extend their internship and/or have preferential access to future hiring as research associate.

Key Responsibilities

- **Project assessment and sourcing (70%):**
 - **Social assessments:** Assessment of social risks, design, impact, suitability, community engagement, FPIC, grievance mechanisms, benefit sharing, equity, evidence and effectiveness of community investments, governance systems of nature based solutions on local and indigenous groups and other stakeholders, assessment of alignment with most common standards (CCB, SDVista, PlanVivo, etc.), independent assessment of carbon projects' claimed social impact, Regular updates of social screening of projects in the Earthly portfolio, and, where relevant, investigating alleged issues raised by press or local contacts
 - **Sourcing and onboarding:** Sourcing new nature based projects, searching the voluntary carbon and biodiversity markets globally for nature based solutions with exceptional social benefit to invest in. Writing social gaps & recommendations, writing of technical reports and public-facing reports.
 - **Technical support for sales:** Filling in questionnaires responding to third party social due diligence and offtaker/investor's questions, Mediating between investors and project proponents, defining social milestones, social KPIs and reporting requirements for contracting.
- **Project development & consulting (30%):**
 - **Feasibility studies:** stakeholder mapping and interviews, ESG risk screening and co-benefits including policy risk
 - **Due diligence & baselining:** Social baseline, stakeholder engagement, social strategy (including FPIC and grievance mechanisms) Benefit sharing and grievance mechanism scoping, & social impact monitoring plan,
 - **Registration:** writing the Community-related sections of the Climate, Community and Biodiversity Standard, Plan Vivo, or similar
 - **Implementation:** Identification of local interlocutors (e.g. NGOs, universities, etc) and other service provider selection and coordination, high level direction of on-ground implementation, Coordinating legal and financial due diligence, background checks on partners





Relevant Candidates will have:

Essential Qualities:

- Familiarity with some standard social risk assessment frameworks
- Experience studying and/or designing, implementing, and managing community engagement processes, FPIC, grievance mechanisms, benefit sharing, etc. for communities engaged in a nature project
- 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 multi-million dollar 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, empathically and effectively ask and give feedback, and be aware and transparent about one's own limitations, asking for help when needed.

Desired Qualities:

- Degree in relevant fields such as Anthropology, sociology, geography, international development, sustainability management, etc.
- On-the-ground experience developing nature-based projects in complex community contexts
- Experience successfully developing projects for the voluntary carbon market,
- Experience writing and registering PDDs under CCB or Plan Vivo standard
- Knowledge of current trends in relevant discipline; specifically in climate policy and research, international standards for nature projects, and global targets

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.



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- **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.

