

Job Title: Monitoring Team Lead

Location:

- Azuero Peninsula, Panama (with required travel to field sites)
- Hybrid / remote work options available

Type: Full-time, initial hourly rate plus expenses

About Pontera:

Ponterra is a developer and operator of biodiverse carbon projects aimed at addressing the increasing demand for nature investments. By developing high-quality nature restoration projects, Ponterra enhances biodiversity through the reintroduction of native species, uplifts smallholder farmers by revitalizing degraded lands, and provides competitive, risk-adjusted returns for investors. Our approach fosters environmental sustainability, supports economic development and offers attractive opportunities for those investing in the planet's future.

Over the next five years, we are restoring 10,000 hectares of degraded cattle ranching land in the Azuero Peninsula using over 75 native species, working closely with local landowners. Our projects focus on tangible outcomes, including carbon removal that meets rigorous standards.

Role Overview:

We are seeking a highly skilled, collaborative and communicative Monitoring Team Lead to oversee our diverse monitoring initiatives across multiple functions, such as carbon monitoring, landowner relations, planting activities and stakeholder engagement. This role demands expertise in Afforestation, Reforestation, and Revegetation (ARR) projects, tropical forestry, and adherence to the Verra VCS 4.7 standard, SDVista and ARR VM 0047 methodology. You will lead a multidisciplinary team who execute comprehensive monitoring strategies that support project objectives and compliance.

Key Responsibilities:

- Lead and manage a multidisciplinary team of field monitoring staff, drone operators, and GIS specialists, with an expectation of operational capability in these roles.
- Ensure the successful assessment of land eligibility using satellite data and ensure compliance with Verra rules.
- Develop and oversee comprehensive monitoring strategies for environmental, operational and project compliance, including carbon, biodiversity, and social indicators.
- Direct the collection, analysis, and application of data from various monitoring protocols and tools such as drones, ideally with experience in Drone Deploy, and various layers of satellite imagery.
- Operate and maintain 4x4 vehicles and drones, ensuring effective deployment and data gathering in remote locations.

- Manage software and hardware resources, ensuring robust support and functionality for field operations.
- Proficient in GIS (Geographic Information Systems) and remote sensing techniques
- Collaborate cross-functionally to meet broader project goals, ensuring seamless integration of monitoring data with project needs.
- Promote innovation and continuous improvement in monitoring practices, incorporating new technologies and approaches where applicable.
- Prepare and present detailed reports to stakeholders, including investors, demonstrating accountability and progress.
- Coordinate with landowners, engage stakeholders, and oversee activities related to planting initiatives, ensuring alignment with project objectives and community interests.

Qualifications:

- **Experience:** Proven leadership in monitoring operations with hands-on experience in ARR projects and monitoring, particularly in tropical environments.
- **Education:** Master's degree in Environmental Science, Forestry, Geographic Information Systems, or related fields.
- **Skills:** Fluent in Spanish and English, adept at using GIS and GPS technologies, capable of driving a 4x4 in rugged terrain, and must have the legal right to work in Panama or be willing to apply for work status within three months.
- **Characteristics:** Strong initiative, capable of independent problem-solving and quick learning of new technical skills. Comfortable with both field and office environments, using one to inform the other. Must be comfortable working in conditions where things go wrong fast and be prepared to find solutions from available resources.

Preferred:

- Experience using Drone Deploy and familiarity with current monitoring technologies.
- Experience developing and assessing technology requirements.

What We Offer:

- Lead critical nature restoration projects with significant impact.
- Competitive compensation based on experience and qualifications.
- A dynamic, challenging environment in a supportive and innovative startup culture.

How to Apply:

Please submit a resume and cover letter detailing your qualifications and experience relative to the role described. Applications should be sent to careers@ponterra.eco.