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| **Project: PhD student placement opportunity** |
| **Title:***“Analysing evidence to support the creation of biodiversity targets in Wales in response to the Global Biodiversity Framework”* |
| The Marine and Biodiversity Division of the Welsh Government is seeking a PhD student for a placement opportunity within its International Biodiversity policy team. The team is responsible for the development of the Welsh Government’s biodiversity policy relevant to international commitments, specifically the Convention on Biological Diversity and the Global Biodiversity Framework. The team sits within Biodiversity Programmes branch which leads on terrestrial biodiversity policy, including work streams such as the Nature Networks programme, the Section 6 Duty of the Environment (Wales) Act 2016, our 30x30 commitment, nature finance, and contributions to policy under the Sustainable Farming Scheme. **Purpose of the Post**The overarching purpose of the placement is to provide support in researching, identifying evidence, and collating data to support the creation of the biodiversity targets. These national targets are being created alongside the development of the Environment (Principles, Governance and Biodiversity Targets) (Wales) Bill and form our response to the Global Biodiversity Framework agreed at COP15 in 2022. The proposed targets will be introduced as secondary legislation following the publication of the Bill. A complex methodology is required to create these targets and there is a tight timeline for creation. This placement will support this tight timeline, and the specific tasks will depend on the time of placement. Please see below for examples of tasks. This placement will give you firsthand experience of the development of a Bill and the process of creating and introducing secondary legislation. It will expose you to both international and national biodiversity conservation policy and legislation. **Key Tasks** * Stakeholder engagement – support the varied stakeholder engagement the Welsh Government will conduct throughout the stages of target development through various advisory groups.
* Evidence gathering – support workshops that are conducted during the evidence gathering stages of target development for example through the development of papers in an accessible format for internal and external stakeholders.
* Desk based research – use appropriate methods to provide evidence reviews (literature or statistical data) on a specific target development task.
* Cost-benefit analysis of the secondary legislation – supporting the Regulatory Impact Assessment.
* Align the proposed targets with the current Nature Recovery Action Plan and develop options for the future functioning of the Wales nature recovery framework.
* Support the indicator development for secondary legislation by validating data sources.

The exact tasks required of the student will be dependent on the particular focus of the team at the time of the placement and the student will likely have the opportunity to become involved in other work areas where they have a specific interest. |
| **Details**  |
| **Skills required:** | **Key Skills*** Excellent research skills
* Ability to analyse complex information and data
* Ability to write clearly and concisely
* Ability of presenting technical material in an accessible format
* Presentation skills
* Creative thinking
* Ability to apply an innovative approach
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| **Outputs:** | As agreed with line manager and in relation to the above priorities |
| **Host Organisation:**  | Welsh Government |
| **Placement Start Date** | September 2025 onwards (flexible) |
| **Development Opportunities** | The placement provides an opportunity to gain insight into the functioning of Welsh Government and evidence-based policy development at the highest level. The post-holder will work in an interesting and diverse team, contributing to the shaping of a future policy direction. The post-holder will be expected to work independently within parameters and guidelines provided by the Welsh Government. Working closely with a wide range of colleagues the successful candidate will build valuable working relationships, broaden their knowledge of public policy-making, and enhance their existing transferable skills.The student will join an analytical team managing a diverse evidence-base and delivering technical and advisory support to the wider biodiversityprogramme. This is an interesting and diverse role, working on a high-profile programme across Welsh Government portfolios which will allow the student to gain a broad knowledge and understanding of Welsh Government policy work. With support from their WG supervisor, the student will be expected to take responsibility for managing and delivery of work commitments during the placement period. |
| **Duration, location, working arrangements and environment:**  | The role will be full-time and is normally based with the policy team in one of Welsh Government’s regional offices. In line with the flexible working policy, the post-holder will be able to work from home, and office working will also be an option. Post-holders will be provided with a laptop to facilitate regular contact with the policy team members and line management, other policy teams and external partners. Due to the remote nature of working, the policy team will ensure that the post-holder is fully supported during the placement and will endeavour to ensure that the placement is as close to the in-team office-based experience as possible.The placement will be for a 3-month period and will focus on delivering the objectives set out in the job specification. The option to extend for a further 3 months is possible if the project team feel there is merit in doing so and if it is compatible with the post-holder’s university research schedule and DTP/CDT arrangements. The Welsh Government is a bilingual organisation and Welsh language skills are considered an asset to the organisation. We encourage and support staff to use their Welsh language skills during a placement. Start date will be agreed following successful Welsh Government security clearance. |
| **Application criteria** | **Welsh Government can only accept applications to the PhD student placement programme from registered students**. **All applicants must seek approval from their academic supervisor before applying.** |
| **Funding** |
| The placement will be funded by Welsh Government and will match the current UKRI PhD stipend rate, payable in one sum at the beginning of the placement (to minimise financial administration). The payment process aims to compliment PhD student university stipend payment structures, i.e. WG pay the university and the funds are passed-on to the student’s account. To avoid delays to students receiving payments, it is preferable that the student’s PhD stipend is not paused during the placement and that, instead, it continues and that WG reimburse the university for the time the student is not undertaking research. **Please note: We do not pay students directly.** |
| **Contact**  |
| **Name:**  | Contact **Donna Thomas** (Academic Placements Administrator) via researchplacements@gov.wales The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government, then our [**Privacy Notice**](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fgov.wales%2Fabout%2Fwelsh-government-privacy-notice%2F%3Flang%3Den&data=02%7C01%7CCaroline.Fallone%40gov.wales%7C24ae25ebbd28440c42e308d742b5966d%7Ca2cc36c592804ae78887d06dab89216b%7C0%7C0%7C637051219998434627&sdata=Sg3llOKFBLuxSLlQXQlpg%2Bmxb3dMNeR3Sgjw4Z7HQSY%3D&reserved=0) explains how we use your information and the ways in which we protect your privacy. |
| **Application process**  |
| Please submit CV and covering letter to Donna Thomas. **NOTE: All applicants must confirm that they have received authorisation to undertake a placement from their academic supervisor.**We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in respondingIf you have an impairment or health condition, or use British Sign Language and need to discuss reasonable adjustments for any part of the placement programme, or wish to discuss how we will support you if you are to be successful, please contact Donna Thomas as soon as possible to discuss your requirements and any questions you may have. |