

Biodiversa+ Operational Manager, 100%, CDD

Location: Fondation pour la Recherche sur la Biodiversité, 195 rue Saint-Jacques, 75005 Paris, France

Monthly salary: between EUR 3400 - 3700 (gross), depending on experience

Start: 16 November 2026

Application deadline: 27 September 2026

This position is a 1-year maternity cover, ending on 1 December 2027.

Biodiversa+ is the European Partnership for Biodiversity, bringing together 83 partners from ministries and funding organisations in 41 countries (in and outside Europe). With a total budget of 800 million euros over 7 years, it is one of the largest funding programmes for biodiversity research in the world.

About the Biodiversa+ partnership

[Biodiversa+](#) is a partnership of national and regional ministries and funding agencies, funded by the partners and co-funded by the European Commission (EC) under Horizon Europe (COFUND). Among other things, it contributes to the production and dissemination of knowledge about biodiversity through various activities:

- annual joint calls for research projects;
- biodiversity monitoring activities and their harmonization at European level;
- collaboration with other European and international initiatives (e.g., NetworkNature, IPBES, GBIF);
- activities to strengthen the links between science, policy and society;
- communication and dissemination activities.

The partnership is run by the partners supported by an Operational Team (OT), which is a distributed secretariat with 23 staff members hosted by partners in France (FRB and ANR), Finland (SYKE), Belgium (BELSPO), Sweden (SEPA), Italy (BOZEN), Germany (FZJ-PTJ) and Denmark (SGAV).

About the FRB (host organisation)

The [French Foundation for Research in Biodiversity \(FRB\)](#) is the coordinating entity of Biodiversa+, hosting large parts of its OT. The FRB was created in 2008 on the initiative of the ministries in charge of research and ecology, and seven public research institutions (BRGM, CIRAD, CNRS, IFREMER, INRAE, IRD, MNHN). They have since been joined by LVMH, Ineris, the University of Montpellier and the French Biodiversity Agency (OFB).

The Foundation's mission is to support and act with research to increase and transfer knowledge about biodiversity. The FRB is a foundation for scientific cooperation under private law. It operates independently and has about 50 employees.

The Management Team of Biodiversa+

The Management Team comprises three Operational Managers working closely together in a horizontal and collaborative manner to provide coordinated leadership of the Operational Team. Each Operational Manager oversees a portfolio of Work Packages and, respectively, serves as the lead for one of the following three cross-cutting operational domains:

- Administration & Finance
- Governance
- People & Team Development

They work in close alignment with the Chairs Team, Work Package (WP) Leaders, and the governance bodies.

Collectively, the three Operational Managers:

- Coordinate and supervise the Operational Team, ensuring effective functioning, cohesion, and internal information flow.
- Ensure transversality across work plans, promoting synergies and avoiding overlaps between activities.
- Ensure compliance with governance processes, including the implementation of General Assembly decisions and adherence to Partnership procedures.
- Support Partnership governance bodies, by organising timely preparation, follow-up, and reporting for meetings involving the Chairs Team, Executive Board, General Assembly, Steering Committee, and other bodies as relevant.
- Ensure adequate reporting, including internal reporting, mandatory reporting to the Granting Authority, and support to WP Leaders on deliverables and milestones.
- Represent the Partnership at meetings and events when delegated by the Chairs Team.
- Contribute to strategic monitoring and provide advice to the Chairs Team and WP Leaders, in their respective domains.
- Ensure alignment with the Granting Authority's rules and the decisions of Partnership governance bodies.

Your mission

- Oversee Work Package (WP) 3 on Nature-based Solutions (NbS) and Business, WP4 on Science-Policy interfacing, WP5 on Internationalisation, and WP7 on Stakeholder engagement.
- Responsible for team organisation, capacity, and internal development.
- Monitor Operational Team functioning, needs, and workload distribution.
- Coordinate onboarding, team development, and capacity-building activities.
- Ensure proper dissemination of information and internal communication practices.
- Oversee internal tools, processes, and working methods supporting team efficiency.
- Track internal needs related to human resources, skills, and well-being.

You will be based in the European & International Coordination Department at FRB in Paris, France, with a line manager within FRB. The substantive content of the work will be supervised by the Biodiversa+ Chairs Team. You will also benefit from co-development with the two other Operational Managers.

In addition, you will be one of the two official contact points between Biodiversa+ and FRB. Therefore, you will be encouraged to participate in weekly FRB executive committee meetings and will regularly meet with FRB's Head of EU and International Cooperation Department.

Your profile

Education and work experience

- Master's degree in social or political sciences or natural sciences
- Professional experience in the fields of environment or biodiversity and / or science-policy interfacing
- Minimum 4 years of experience in a similar activity, including at least 2 years of experience in project management and team management, preferably in an international/European context
- Experience in budget management
- CBD, IPBES, and NbS related experience is a plus

Required skills

- Strong team management skills, capacity to ensure team cohesion and engagement
- Organisational skills and self-managing
- Team-spirit and ability to work in a multicultural and multi-actor context
- Capacity to evolve in a complex governance system and respect the governance framework
- Multi-tasking
- Strategic and pragmatic thinking
- Good communication skills

Language requirements

- High proficiency in English, as the working language of Biodiversa+ is English.
- Fluency in French, as the working environment at the FRB is French.

Additional information

- Applicants must be eligible to work in France (support for work permits is not provided).
- Applications will not be considered if submitted by people non-eligible to work in France.
- This position falls under the French labour law, the official employer being the French Foundation for Research on Biodiversity, on behalf of the Biodiversa+ Partnership.
- This position requires travel within Europe.

Application

Send a CV and a cover letter (in which you indicate your earliest starting date and confirm that you can be present at the FRB office in Paris at least 2 days per week) in English to Anna Sándor anna.sandor@fondationbiodiversite.fr. and to Violaine Dory violaine.dory@fondationbiodiversite.fr. Applications will be considered on an ongoing basis until 27 September 2026.

IMPORTANT

- Please indicate in subject of your email: Application Biodiversa+ Operational Manager
- Please send one single PDF file with your cover letter first, followed by the CV
- Name of your file: FAMILY NAME_First name_OM2026