

Biodiversity Project Developer (gn) for Wetland Restoration

Stellenanbieter: aeco GmbH

Aeco is a start-up working to become one of the leading private, collaborative developers and financiers of peatland restoration projects across Europe and beyond. While we are currently focusing on carbon finance for peatlands, we are starting to explore biodiversity / nature credits - and other wetlands.

Peatlands cover just 3% of land but store nearly 30% of global soil carbon. When drained, they release ~5% of global greenhouse gas emissions. Restoring them is one of the most powerful climate solutions—while also protecting biodiversity and water systems.

In a sector dominated by subsidies and slow public processes, aeco brings private-sector speed and collaboration. Aeco accelerates peatland restoration by combining restoration expertise, private finance, and digital tools. We build a platform where:

1. Land stewards get long-term payments for climate protection—at no cost and with continued cultivation options.
2. Corporates access local, transparent, high-quality carbon and potentially biodiversity credits.
3. Investors tap into a verified green asset class.
4. Restoration partners scale their impact through joint development, funding, and monitoring.

With first projects implemented and plenty more in the pipeline we deliver projects from sourcing to financing, certification, and monitoring— in a standardized, digital-first, and third-party validated way. Our objective is to restore at least 50.000 ha by 2030, scaling well beyond that in the 2030s.

Biodiversity Project Developer (gn) for Wetland Restoration

Full-/ Part-time (min. 32h/w)

Berlin or Northern Europe (min once a month in Berlin, 3 day offsite per quarter)

Your Tasks

You will design and implement biodiversity pilot projects, either standalone or as co-benefits of carbon initiatives, ensuring alignment with biodiversity / nature credit scheme requirements. Your responsibilities include assessing biodiversity status, developing conservation and restoration strategies and management plans, and creating effective monitoring plans. Additionally, you will strongly contribute to the 2 year EU LIFE project, "Testing Biodiversity

Credits on European Wetlands", which aims to pioneer biodiversity credit schemes for European wetlands and peatlands, bridging the gap between global biodiversity goals and real-world applications in the European market. This will also help shape our approach towards broadening our focus beyond peatlands.

Biodiversity assessment and management plans

- Assess the current biodiversity status of peatlands in collaboration with project partners, incl. flora, fauna, ecological features or ecosystem functions
- Support the development of comprehensive and standardized MRV (Monitoring, Reporting, and Verification) plans
- Develop management plans for biodiversity conservation and restoration
- Adapt our monitoring framework to measure project impact and incorporate new technologies of biodiversity monitoring, such as eDNA, bioacoustic sensors, and remote sensing
- Data analysis of biodiversity monitoring data

Pilot Biodiversity / Nature Credit Projects on Peatlands and other wetlands

- Design and manage biodiversity restoration and conservation projects on selected peatland and other wetland sites across Europe, ensuring alignment with biodiversity / nature credit schemes' requirements and best-practice
- Organize and carry out biodiversity monitoring for project sites
- Create synergies between biodiversity and carbon project development
- Facilitate communication and collaboration with third-party auditors

Project Coordination and Documentation

- Liaise with key stakeholders to ensure smooth project implementation
- Prepare and maintain project documentation (PINs, PDDs), prepare reports, and document lessons learned to support the effective execution of biodiversity projects

Qualifications

Must-haves

- Deep knowledge about biodiversity conservation and restoration
- Expertise in species and habitats with protection status (e.g. Red List species)
- General understanding of wetland ecosystems, their conservation, management and (hydrological) restoration, and the ecosystem services they provide
- Expertise in biodiversity data analysis (species, other ecological traits) and using GIS
- Preferably work experience in project management and development, wetland restoration and/or biodiversity / nature credits
- Ability to work independently, solve problems, and align with the team in fast-paced settings
- Strong ability to learn and adapt to new subject areas

- Excellent English communication skills

Nice-to haves

- Experience with MRV for nature-based projects, incl. biodiversity monitoring and biodiversity / nature credit schemes (carbon markets expertise can be beneficial)
- Expertise on ornithology, invertebrates, and/or plant ecology
- Peatland expertise
- German language skills

Benefits

- Join a passionate and dynamic team focused on scaling up peatland restoration
- Pioneer a new sector of biodiversity projects in peatlands, shaping its direction from the ground up
- Flexible, results-oriented work environment with the possibility of remote work
- Competitive remuneration package
- Opportunity to shape the organization's future and grow professionally
- **Anstellungsart:** Festanstellung
- **Arbeitszeit:** Flexibel, 32 h/Woche
- **Berufserfahrung:** 2 - 3 Jahre

Einsatzort: Berlin / hybrid, Deutschland

Stellenanbieter: aeco GmbH
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12053 Berlin, Deutschland

Ansprechpartner: Jenny Hammerich

Online-Bewerbung: biodiv1125.careers@aeco.earth

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