



Natural
History
Museum

Candidate pack

Business Development & Partnerships Manager, Biodiversity Intactness Index



Full time, fixed-term

About Us

The Natural History Museum is a globally recognised centre for scientific research. We care for one of the world's largest and most unique natural history collections, with more than 80 million objects, representing billions of years of history. Our more than 350 scientists are responsible for looking after and growing this collection as well as unlocking its secrets.

We're at a pivotal moment in our history. We have huge aspirations to extend our global reputation for cutting-edge science with a new state-of-the-art research facility at Thames Valley Science Park. This, alongside an ambitious digitisation programme, will open up the collections like never before, revolutionising access to natural history data and facilitating exciting new research endeavours. We're looking for talented people who'll welcome the flexibility, autonomy and opportunities for collaboration we offer. Who'll be motivated to help us achieve our mission of creating advocates for the planet by finding science-based solutions for nature, from nature.

Diversity and inclusion matter to us

We welcome applications from everyone! Diversity, inclusion and the feeling of belonging matters to us. By attracting people from a broad range of backgrounds we can continue to look at the world with fresh eyes and find new ways of doing things. We offer a stimulating and professional working environment. All our staff work to embody our behaviours of being curious, ambitious, pioneering, teaming up, acting with pace and sharing the wonder.

We know we have more to do, but we're committed to making sure that everyone who works here feels valued, respected and that they can thrive.

Thriving at the Museum: the way we work

Our vision is a future where both people and planet thrive. To accomplish this, we're delivering an ambitious strategy by 2031 to create advocates for the planet. To achieve this shared goal requires each of us to behave in ways that help everyone to thrive. We are proud to work at the Museum and have identified the qualities we all need to embody to reach this shared ambition.



We're ambitious. To make a difference on a global scale we have to push the boundaries and be big and bold not only in our thinking but in the goals

we set. We act with integrity, but this doesn't mean we're rigid or inflexible. We drive ourselves and others to be excellent at what we do and identify opportunities to make a difference to the organisation wherever we can.

We're curious. We never stop learning. We ask questions to advance our understanding, skills and professional knowledge and look outwards beyond the organisation to learn from others. We seek out and actively listen to different perspectives and to take time to reflect. We're thoughtful and always receptive to new ideas and ways of working.

We share the wonder. We are captivated by the natural world, proud of our treasures and trusted guardians of our collections. We relish telling stories to inspire others. We're passionate about what we do, sharing our own knowledge and expertise. We're proud of where we work and never take this for granted.

We're pioneering. We're not afraid to try something new. We experiment, embrace complex problems and use good judgment and evidence to innovate and take risks. Always adaptable, we're ready to change our approach. We don't dwell on setbacks or get preoccupied with problems – we find solutions.

We team up. We respect the expertise of others and recognise that we produce the strongest outcomes when we put the best ideas together. We trust each other, keep things simple and make it easy for others to do the right thing. We empower and support each other, sharing information, skills and experience so that all of us are equipped to succeed. We never let difficult moments develop into bad working relationships.

We act with pace. We prioritise action, are efficient and always focus our efforts where we know we can make the biggest impact. We don't wait to be told what to do – we take the initiative and deliver on our responsibilities with momentum. We're decisive and once a plan is set, we all get behind it to make it a success.



Role Summary

The Natural History Museum is seeking a highly skilled Business Development & Partnerships Manager to grow the reach, impact, and sustainability of its Biodiversity Intactness Index (BII).

BII is a scientifically robust metric developed by the Natural History Museum that measures how much of a region's original biodiversity remains, enabling organisations to assess and manage their impact on nature. It translates complex ecological data into a clear, decision-ready indicator, now increasingly integrated into financial data aggregators and nature risk assessment tools to inform investment and risk analysis.

The role centres on identifying, shaping, and securing income-generating opportunities—through commercial partnerships, licensing, consultancy, and grant-funded collaborations—while serving as the primary interface with external clients and stakeholders.

Working across both the Innovation Unit and the Biodiversity Futures Lab (BFL), the postholder will bridge commercial opportunity development with the scientific and data expertise behind BII. You will help align partnership and funding strategies across the teams and ensure that external market needs and user feedback are clearly fed into the Lab's development priorities, supporting BII's ongoing relevance as a trusted, policy- and market-facing biodiversity metric.

Main tasks and responsibilities

Business Development & Client Engagement (approx. 65–70%)

- Lead proactive business development for BII, identifying new commercial opportunities.
- Build and manage strong relationships with clients, users, and strategic partners; act as the primary point of contact for all external BII enquiries.
- Shape and secure new contracts—licensing, consultancy, collaborative research, and strategic partnerships—ensuring alignment with NHM policy, IP principles, and public-benefit aims.
- Contribute to the development of compelling proposals, budgets, pitch materials, and partnership narratives.
- Represent NHM externally at conferences, meetings, technical workshops, and stakeholder engagements.
- Support the development of multi-year revenue strategies and sales pipelines for BII and related offerings.
- Monitor market and policy developments related to biodiversity metrics and the nature-related data landscape.
- Work closely with internal teams (Innovation Unit, Corporate Partnerships, Legal, Finance) to structure and agree commercial terms.

Funding Development (approx. 20–25%)

- Support the BFL in triaging grant and other funding opportunities, and contribute to the development of research proposals.
- Maintain relationships with key funders and stakeholder networks relevant to biodiversity data, environmental modelling, and decision-support tools.
- Support creation of multi-year funding pipelines to underpin continued development and scaling of Bll.

Product & User Insight Interface (approx. 10–15%)

- Gather market intelligence and end-user requirements and feed these into the product development team.
- Support product team discussions by providing clear articulation of client needs, sector trends, and usability considerations.
- Collaborate with scientists, data teams, and product managers to ensure Bll continues to meet the needs of investors, corporates, policymakers, and civil society.
- Participate in roadmap discussions when relevant to user value, adoption barriers, and market alignment

Line management

This role will operate within a collaborative team comprised of members from the Innovation Unit and the Science Group's Biodiversity Futures Lab (BFL). The role will be line managed by the Head of Innovation Unit with matrix management input from one of the BFL Principal Researchers.

What we're looking for

Person Specification

Essential

- Demonstrable experience in business development, partnerships, or client-facing roles, ideally involving technical, scientific, or data-led products.
- Demonstrated ability to win and manage commercial relationships, partnerships, or contracts.
- Experience preparing and negotiating proposals, budgets, partnership agreements, or licensing terms.
- Strong understanding of ESG, sustainability, or biodiversity-related data markets.
- Excellent communication skills—able to translate scientific content into clear value propositions for diverse audiences.
- Ability to manage a portfolio of opportunities, balance priorities, and work autonomously.

Desirable

- Familiarity with biodiversity metrics, nature-related risk assessment tools, or frameworks such as the Taskforce on Nature-related Financial Disclosures TNFD or the EU's Corporate Sustainability Reporting Directive (CSRD).
- Experience working with product development teams, particularly in data or research-intensive environments.
- Experience working with public-sector, academic, or mission-driven organisations.
- Sector networks across climate/nature finance, ESG data, corporates, or sustainable supply chains.

Attributes We Value

- Relationship-builder who is confident with senior stakeholders in policy, finance, corporate sustainability, and academia.
- Commercially minded yet aligned with public-benefit and scientific integrity.
- Proactive, curious, and comfortable navigating a dynamic and emerging market landscape.
- Able to balance opportunity creation with disciplined prioritisation and responsible partnership selection.
- Clear communicator who can advocate for both user needs and the Museum's mission.

Key information

Salary: £46,000 per annum, grade 4

Hours: Full time, 36 per week

Contract: Fixed term – 23 months

The Museum supports flexible working. We operate a hybrid working model that requires regular, weekly attendance for this role, with the precise pattern of days on site and worked from home to be agreed with your manager.

For this particular role, the requirement is 2/3 days in the office.

Occasional travel to other locations in the UK or overseas may be required.

Please note that this role does not qualify for Museum sponsorship so the successful postholder will need to have a valid right to work in the UK at the point of offer.

All positions at the Natural History Museum are conditional subject to receipt of:

- Proof that you are legally entitled to work in the UK
- A Basic Disclosure Check from the Disclosures and Barring Service (DBS)

- Satisfactory references covering the last 3 years of your employment or education
- Health clearance

Our benefits

In addition to competitive salaries, we offer a wide range of benefits to help you thrive both personally and professionally.



Wellbeing and work-life balance

- Generous annual leave allowance of 27.5 days holiday plus public holidays
- Enhanced sickness pay to support you through periods of illness
- Wellbeing provision including Mental Health First Aider support and regular learning sessions on wellbeing topics
- Flexible working and hybrid working arrangements where the role allows
- A 24/7 employee assistance programme including face to face counselling sessions
- Occupational health advice and support
- Eye care vouchers for display screen users
- Supportive policies to help you manage life events, for example becoming a carer, menopause, transitioning at work



Financial

- Generous defined contribution pension scheme with employer contribution up to 10% of salary
- Life insurance that will pay 4 times your salary to a beneficiary in the event of your death in service
- Season ticket and cycle loans to help you spread the cost of cycling to work
- Rental deposit loan scheme – to help you spread the cost of a deposit on a rental property
- 20% discount in our NHM shops both online and in store
- Discounts in our on site restaurants and coffee shops, and use of our staff canteen at South Kensington
- Discounts at local shops and restaurants within the South Kensington area



Cultural and lifestyle

- Free entry with your NHM staff pass to a wide range of museums and galleries across London and around the UK
- Every staff member is entitled to 10 complimentary tickets each year to give to friends and family
- Access to the Civil Service Sports and Social Club for a small monthly fee, offering a range of benefits such as discounted tickets to visitor attractions and gym membership discounts
- Access to the NHM Sports and Social Association for a small fee which provides access to our fitness centre at South Kensington and a range of activities and clubs including football and yoga



Family friendly

- Enhanced pay for maternity, paternity and adoption leave
- Flexible working and hybrid working arrangements where the role allows
- Supportive policies to help you manage fertility treatment
- Paid special leave to help you manage unexpected life events or to make caring arrangement.

How to apply

To apply, please complete an online application through our [recruitment portal](#).

The closing date for applications is 31 August 2026.

First stage assessment for this role is likely to take place in week commencing 14 September or 21 September 2026.

How we hire

We want everyone to be able to perform at their best throughout our hiring process. We've put together some information about how we hire as well as tips for completing your application and taking part in our assessment process. You can find this information on our careers site [here](#).

Reasonable adjustments

We welcome applications from disabled candidates, and are committed to adapting our recruitment processes to make sure all candidates can perform at their best. If you require adjustments to our application process or require materials in a different format, contact us at hrteam@nhm.ac.uk.

If you need adjustments to the assessment stage of our hiring process, indicate this on your application form and we'll contact you before the assessment to put these in place.

We're part of the Disability Confident Scheme and guarantee an interview to all disabled candidates who meet the minimum shortlisting criteria for the role.