

## Head of Operations – LATAM

**Company:** Nature Development Company

**Location:** LATAM, preferably Bogotá or Panama City

### About Nature Development Company

Nature Development Company is an integrated development & investment platform funding and developing high-integrity ARR projects in LATAM driving impact and return. We are building a portfolio of ARR projects, designed to deliver verified climate impact alongside biodiversity and community benefits.

### The Role

We are seeking a Head of Operations to lead and scale operations across our Latin American portfolio. This role combines strategic leadership with hands-on execution, requiring a leader who can operate at both executive and field levels.

The Head of Operations will be responsible for building and managing a high-performing project portfolio together with local teams, ensuring rigorous project development standards, build operational excellence, and driving the successful delivery of high-integrity ARR projects. The role is both to develop own projects and to qualify investments.

### Key Responsibilities

**Operational Leadership:** Lead day-to-day operations across multiple countries in LATAM (50-75 annual travel days), translating strategy into execution with clear accountability and performance metrics.

**Project Development & Delivery:** Oversee the full lifecycle of ARR projects—from origination, feasibility, and design through implementation, monitoring, and verification.

**Due Diligence & Investment Readiness:** Lead comprehensive technical, legal, environmental, and financial due diligence processes for new and existing projects together with management team.

**Portfolio Management:** Manage and optimize a growing portfolio ARR projects, ensuring delivery against timelines, budgets, and impact targets.

**Carbon Project Development:** Oversee and directly contribute to the preparation and review of Project Design Documents (PDDs) under Verra (VCS – VM-0047) and related certification standards (CCB, CCP, SD Vista, Isometric).

**Organization Building:** Recruit, structure, and lead multidisciplinary project teams across forestry, carbon, legal, and community engagement functions with the support from local management

**Systems & Governance:** Establish and maintain scalable operational processes, reporting structures, and KPIs to support growth and ensure transparency and control.

**Stakeholder Management:** Interface with investors, partners, local stakeholders, and certification bodies across jurisdictions, when required.

### **Profile & Qualifications**

- 10+ years of experience from ARR projects, forestry, nature-based carbon markets, or related sectors, with significant leadership responsibility and extensive on-the-ground experience.
- Academic background in Forest Engineering, Forestry, Environmental Science, or similar.
- Proven track record in leading complex, multi-country operations and delivering large-scale projects. Strong commercial focus and agile project management skills.
- Demonstrated experience in ARR project development and carbon certification processes, including strong hands-on experience preparing PDDs for Verra (VCS).
- Strong operational mindset with the ability to move between strategic planning and field-level execution.
- Experience building and leading high-performing, cross-functional project teams.
- High level of autonomy, accountability, and execution discipline.

### **Languages**

- Native Spanish and fluent English (required).

### **What We Offer**

- A key leadership role in scaling a high-impact nature-based development & investment platform in Latin America.
- Opportunity to combine operational leadership with on-the-ground project development.
- Competitive compensation aligned with experience.

**Start date:** September 2026

If you're interested — or know someone who fits — feel free to reach out or message us directly on [recruit@naturedevelopment.com](mailto:recruit@naturedevelopment.com) marked “Head of Operations”.