

Carbon Markets | Nature-Based Solutions | Soil Carbon | Grasslands Restoration

Location: Johannesburg, South Africa (Primary)

Full-Time | Contract

Background

WeAct is a global carbon project development and trading organisation that develops nature and technology-based carbon credit projects with local communities in developing countries around the world.

Established in 2009 as a 'profit for purpose' company headquartered in Melbourne, Australia, WeAct now hosts technical, project and carbon trading teams in Australia, Colombia, Fiji, India, Madagascar, PNG, and South Africa.

In South Africa, WeAct engages in voluntary and compliance carbon trading activities, whilst also working with local NGO partners and landowners to deliver the South Africa Grasslands Management Project (VCS2710).

WeAct's local team is responsible for the ongoing implementation of this 20-year project, which is designed to:

- Support soil carbon sequestration and regenerative agriculture;
- Restore degraded grasslands through rotational grazing and sustainable fire management
- Sequester soil carbon and generate high-integrity Verified Carbon Units (VCUs)
- Strengthen rural livelihoods through participation in carbon markets
- Position South Africa as a regional leader in community-based Nature-Based Solutions (NbS)

After successful completion of the first phase of the Grasslands Project (including project registration, first issuance and commercialisation process), WeAct is moving into phase two, and is investigating project expansion possibilities, as well as new project opportunities that may emerge in South Africa.

More information about WeAct at <https://weact.com.au/>.

Watch the South Africa Grasslands Project film at <https://www.youtube.com/watch?v=Y4fnUriISbM>.

Full Details of WeAct's South Africa Grasslands Project at <https://weact.com.au/project/south-africa-grassland-management-project/>.

The Role

As WeAct continues to expand its South African operations, we are seeking a motivated and delivery-focused Carbon Projects Manager to support the implementation of our growing portfolio of high-integrity nature-based carbon projects.

Reporting to the Head of Carbon Projects, South Africa, this role will play a central operational role in coordinating day-to-day project delivery across the South Africa Grasslands Management Project (VCS2710) and future carbon initiatives. Working closely with WeAct's local and international technical teams, the Carbon Projects Manager will ensure projects are delivered safely, efficiently, on schedule, and in accordance with international carbon standards.

The role combines field coordination, stakeholder engagement and project management. Responsibilities include coordinating implementation partners, supporting participating landowners, participating in project monitoring and reporting activities, maintaining project documentation, and ensuring implementation milestones are achieved.

This position is well suited to someone with at least 3-5 years' experience delivering environmental, agricultural or carbon projects who enjoys working both in the field and with multidisciplinary technical teams. The successful candidate will be highly organised, practical, collaborative and passionate about delivering measurable climate, environmental and community outcomes.

Based in South Africa (specific location negotiable), the Carbon Projects Manager reports directly to the Head of Carbon Projects, South Africa, while working closely with WeAct's international technical specialists and project teams.



Key Responsibilities

Project Delivery & Implementation

- Coordinate the day-to-day implementation of existing and future South African carbon projects.
- Support project delivery from planning through to monitoring, verification and carbon credit issuance.
- Coordinate project workplans, budgets, schedules and implementation milestones.
- Ensure projects are delivered in accordance with methodologies, documentation and contractual obligations.
- Monitor implementation risks and proactively support practical solutions to keep projects on schedule.

Landowner & Community Engagement

- Build and maintain strong working relationships with participating farmers, landowners, local communities and NGO implementation partners.
- Travel throughout regional South Africa (as required) to coordinate on-ground project implementation.
- Support landholder onboarding, training and ongoing engagement throughout the project lifecycle.
- Assist stakeholders to understand project requirements, monitoring activities and contractual obligations.
- Manage landowner communication and project documentation development (including newsletters, handbooks, and SOPs).

Project Management & Coordination

- Coordinate monitoring, reporting and verification (MRV) activities across project sites.
- Support field data collection programs, quality assurance processes and project reporting.
- Maintain project documentation, implementation records and compliance files.
- Coordinate activities with WeAct's international technical teams to ensure consistent project delivery.
- Assist with validation, verification and audit processes, including coordination with independent auditors and carbon registries.

Team Leadership & Capability Building

- Support the Head of Carbon Projects in delivering strategic priorities and expanding WeAct's South African project portfolio.
- Coordinate local consultants, contractors and service providers where required.
- Contribute to the continual improvement of project systems, procedures and operational efficiency.
- Represent WeAct professionally with project partners and contribute to maintaining the organisation's reputation for technical excellence and integrity.

Essential Skills & Attributes

- Minimum 3-5 years' experience delivering carbon, environmental or natural resource projects.
- Experience coordinating multi-stakeholder projects with multiple concurrent workstreams.
- Demonstrated project management skills, including scheduling, budgeting, reporting and risk management.
- Knowledge of nature-based carbon projects and standards, or a strong desire to develop such expertise.
- Working knowledge of at least two of the following: carbon accounting and modelling; statistical analysis, remote sensing and GIS, soil carbon methodologies, and forest/rangeland biometrics.
- Strong organisational skills with exceptional attention to detail.
- Excellent written and verbal English communication skills.
- Ability to work independently while contributing effectively within multidisciplinary international teams.
- Bachelor's degree in environmental science, agriculture, sustainability, natural resource management or a related discipline.

Highly Regarded Skills & Expertise

- Experience working on Verra VCS, Gold Standard or other carbon market projects.
- Experience with soil carbon, regenerative agriculture or grassland restoration projects.
- Experience coordinating field monitoring and environmental data collection programs.
- Familiarity with African agricultural landscapes and community-based development projects.
- Afrikaans language skills.
- Experience working with GIS, remote sensing or environmental datasets.



Preferred Candidate Profile

The ideal candidate is:

- A highly organised project manager who enjoys turning plans into successful on-ground delivery.
- Practical, proactive and solutions-focused.
- Comfortable balancing field work with project coordination and administration.
- A strong relationship builder who works well with farmers, community organisations and technical specialists.
- Passionate about climate action, regenerative agriculture and delivering measurable environmental outcomes.
- Adaptable, collaborative and comfortable working in regional environments as part of a global organisation.

WHAT WE OFFER

This opportunity is an embedded contractor role that provides you with:

- Engagement with a global organisation contributing directly to climate mitigation and ecological restoration.
- Flexible work arrangements (including remote options/office access in Midrand (EWT Campus) where relevant).
- The opportunity to work on high-integrity carbon projects with measurable global impact.
- Mentoring from experienced international carbon market specialists.
- International travel opportunities.

ELIGIBILITY

Applicants must have unrestricted rights to live and work in South Africa. Sponsorship is not available for this role.



HOW TO APPLY

We value diversity, inclusion, and flexibility, and we encourage applicants from all backgrounds to apply. We are committed to providing a safe and inclusive environment for all.

Applications and enquiries should be directed via email to Brad Kerin, General Manager at brad@weact.com.au.

Your application should include:

- A cover letter outlining your suitability for the role (addressing qualifications and experience listed above).
- A current CV/resume including full contact details.

