

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=Y4fnUrILSbM>.

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

The Role

As it enters its second phase of local project development, WeAct is now seeking an accomplished and mission-driven Head of Carbon Projects, South Africa to lead the development and delivery of high-integrity, nature-based carbon credit projects across the country.

This is a senior leadership opportunity to oversee and strengthen WeAct's flagship South Africa Grasslands Management Project (VCS2710), while driving its next phase of expansion and supporting the origination of new carbon projects across Southern Africa.

The role requires a hands-on operational leader capable of establishing and overseeing in-country operations. Responsibilities include leading the local project team (across administrative, financial and commercial functions), coordinating NGO implementation partners, supporting participating landholders, and engaging proactively in the South African carbon market, including with industry associations, national policy engagement and broader pan-African market development.

The successful candidate will bring a strong blend of stakeholder engagement capability, commercial acumen and team leadership experience. An on-ground working knowledge of nature-based carbon project (including monitoring and reporting activities) is preferred. They will be responsible for delivering commercially robust projects that generate verified carbon outcomes alongside measurable environmental and social impact.

Based in South Africa (specific location negotiable), this role reports to WeAct's global executive team and works closely with our international technical specialists. It offers a rare opportunity to shape the growth of high-quality carbon infrastructure in South Africa while delivering tangible climate and community outcomes on the ground.



Key Responsibilities

Strategic Development & Delivery

- Lead the development of existing and future Nature-Based Solutions (NBS) carbon projects, from feasibility to credit issuance.
- Oversee project design under leading international standards, including Verra VCS and Gold Standard.
- Develop and execute project implementation plans, budgets, and timelines.
- Ensure alignment with evolving standard methodologies, regulatory requirements, and market expectations.

Landowner & Community Engagement

- Build and maintain trusted, long-term partnerships with farmers and rural communities across South Africa.
- Travel within regional and rural areas to originate, develop and oversee project implementation.
- Clearly communicate project opportunities, obligations, legal structures, and contractual arrangements.
- Facilitate informed participation in carbon markets while maintaining transparency and integrity.

Project Management & Coordination

- Liaise with WeAct's international teams to ensure consistency with global operations.
- Track project performance metrics, and oversee finalisation of audit, validation and verification reports.
- Ensure robust technical project monitoring, reporting, and verification (MRV) systems are in place.
- Maintain relationships with independent auditors, validation and verification bodies, and carbon registry stakeholders.

Team Leadership & Capability Building

- Lead and mentor local teams, fostering accountability, professional growth, and high performance.
- Contribute to organisational strategy during a period of international growth and scaling.
- Position WeAct as an influential and leading carbon market participant in South Africa by fostering strategic stakeholder relationships, strengthening regional and international market linkages, and embedding global best practice and thought leadership across the organisation.

Essential Skills & Attributes

- Minimum **8+ years' experience** managing carbon or environmental projects, with strong NBS exposure.
- Demonstrated experience managing the full carbon project lifecycle under Verra VCS and/or Gold Standard.
- Working knowledge of at least two of the following:
 - Carbon accounting and modelling
 - Statistical analysis
 - Remote sensing and GIS
 - Soil carbon methodologies
 - Forest or rangeland biometrics.
- Proven ability to engage rural (landholder) stakeholders in complex, contract-based environmental programs.
- Experience coordinating multi-disciplinary local and international teams.
- Strong written/verbal English communication skills, able to convey technical concepts clearly and simply.
- Bachelor's degree (or higher) in environmental science, sustainability, agriculture, or related field preferred.

Highly Regarded Skills & Expertise

- Experience developing soil carbon, grassland management, or agricultural carbon projects.
- Familiarity with African agricultural landscapes and community-based project development.
- Commercial experience in carbon markets.
- Afrikaans language skills.

Preferred Candidate Profile

The ideal candidate is:

- A strategic thinker with strong execution capability.
- A collaborative leader who empowers teams to grow and deliver impact at scale.
- Commercially aware yet mission driven.
- Comfortable working independently in regional contexts while contributing to a global team.
- Adaptable, culturally aware, and confident engaging stakeholders from farmers to senior executives.



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 shape high-integrity carbon projects with measurable global impact.
- 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.

