Carbon Desk.

ARTICLE 6 CAREERS · 2026

Article 6 Careers — the Jobs Paris Agreement Carbon Markets Are Creating

What Article 6 — ITMOs, the 6.4 crediting mechanism (PACM) and country-to-country carbon trading — actually is, and the specific roles it is creating across governments, project developers, consultancies and registries, right now.

Why Article 6 is a hiring story

Article 6 of the Paris Agreement is the part that lets countries cooperate on cutting emissions — including by trading carbon. For most people it reads as abstract climate diplomacy. But a mechanism that lets governments authorise, trade and account for carbon units across borders doesn't run on treaties alone. It needs people: negotiators, programme officers, methodology experts, registry engineers, lawyers and project developers who understand both the rules and the market. As Article 6 moves from text to operation, those people are being hired now — and the talent pool that genuinely understands it is still small.

This guide treats Article 6 strictly as a career driver. It explains the two mechanisms in plain terms, confirms where they stand in 2026, shows who is hiring because of them, and names the specific roles with the skills each needs.

Article 6 in plain English

Article 6 has two market-based routes, and it helps to keep them straight.

Article 6.2 — cooperative approaches and ITMOs

Article 6.2 lets two or more countries trade emission reductions *bilaterally*. The traded units are called **Internationally Transferred Mitigation Outcomes (ITMOs)**. A host country generates reductions, authorises their transfer, applies a "corresponding adjustment" so the same tonne isn't counted twice, and the buying country uses them toward its national climate target (NDC). The first completed ITMO transfer, between Switzerland and Thailand, happened in late 2023;

since then a growing set of countries has signed bilateral agreements and built the authorisation and tracking systems behind them.

Article 6.4 — the Paris Agreement Crediting Mechanism (PACM)

Article 6.4 creates a *centralised*, UN-supervised crediting mechanism — now known as the **Paris Agreement Crediting Mechanism (PACM)** — overseen by a Supervisory Body. Think of it as a successor to the Kyoto-era Clean Development Mechanism, but with stricter integrity rules: approved methodologies, a central registry, and credits (A6.4ERs) that can be authorised for use toward NDCs or bought by companies. Its standards, methodologies and registry have been under construction, and the mechanism is now moving into issuing its first units.

The practical point for hiring: both routes require measurement, authorisation, legal structuring, registry operations and MRV that didn't exist at this scale before. Each is a new function, and new functions are hired for.

Where Article 6 stands in 2026

A plain status read, kept conservative:

- **Article 6.2 is operational and expanding.** ITMO transfers have happened, more countries are authorising cooperative approaches, and the reporting and registry infrastructure for tracking ITMOs is being stood up nationally.
- **Article 6.4 (PACM) is operationalising.** Following its breakthrough at COP29, the mechanism's methodologies, registry and processes have been coming online, and 2026 is a pivotal year as the first units move through the system.
- **The rulebook is still maturing.** Methodology approval, corresponding-adjustment accounting and the interaction between Article 6 and the voluntary market are all actively evolving — which is precisely why demand for people who can interpret the rules is high.

Two implications for careers. First, this is early: the people hired now will shape how the market is built, which is rare. Second, the demand is split between the *policy/government* side (authorisation, accounting, negotiation) and the *market/project* side (developing, structuring and verifying the activities that generate units).

Who is hiring because of Article 6

- **Governments and public bodies.** Environment and energy ministries, designated national authorities (DNAs) and dedicated Article 6 programme offices need people to authorise activities, run corresponding adjustments, build registries and negotiate bilateral deals. Singapore, for example, has built dedicated Article 6 and carbon-market teams across its public sector.
- **Multilateral and development institutions.** Bodies like the Global Green Growth Institute (GGGI), UNDP, the World Bank and regional development banks run large Article 6 technical-assistance programmes and hire consultants and advisers for them.
- **Project developers and originators.** Firms developing mitigation activities — in energy, forestry, cookstoves, industry — need people who can structure projects to qualify under Article 6.2 or PACM and secure host-country authorisation.

- **Consultancies and advisory firms.** Climate and policy advisories are building Article 6 practices to serve both governments and the private sector; they hire in cohorts and train on the mechanism.
- **Registries and market infrastructure.** The registries, MRV platforms and data systems that track ITMOs and PACM units need product and engineering talent with domain literacy.
- **CDR and removals policy shops.** Organisations working on the demand-side mechanisms and integrity of removals — such as Carbon Gap in Brussels — staff up around the policy build-out that Article 6 feeds into.

The specific roles Article 6 is creating

Article 6 / carbon-markets policy specialist

What they do. Interpret the evolving Article 6 rules, advise governments or companies on authorisation and accounting, and shape strategy as the rulebook changes. **Skills.** International climate policy, UNFCCC process literacy, carbon-market mechanics, and the ability to translate rules into decisions. Backgrounds in policy, law, economics and climate diplomacy transfer well.

Government Article 6 focal point / DNA staff

What they do. Operate the national machinery — authorise activities, apply corresponding adjustments, maintain the national registry, and manage bilateral agreements. **Skills.** Public administration, GHG accounting, registry and data systems, and negotiation. A genuinely under-watched, high-impact public-sector track.

Article 6 project developer / originator

What they do. Structure mitigation activities to qualify under Article 6.2 or PACM, secure host-country authorisation, and bring them to market. **Skills.** Project development, host-country relationships, methodology knowledge, and commercial structuring. A natural step up for voluntary-market developers.

MRV & methodology specialist

What they do. Build and apply the measurement, reporting and verification behind Article 6 units, and work with approved methodologies. **Skills.** GHG quantification, the relevant standards, and data rigour. See our guide on how to become an MRV analyst.

Registry & digital-infrastructure roles

What they do. Build and run the registries and platforms that issue, hold and track ITMOs and PACM units. **Skills.** Software, data engineering and product, plus enough domain literacy to model the rules correctly — among the most accessible entry points for technologists.

Legal & authorisation specialist

What they do. Draft the bilateral agreements, authorisation letters and contracts that make Article 6 transfers enforceable and credible. **Skills.** International and commercial law, plus carbon-market fluency.

Where the jobs are concentrated

Article 6 demand clusters in three places: **host countries** building the authorities and project pipelines (across Asia, Africa and Latin America), **buyer and donor countries** and the multilaterals that fund technical assistance, and **global hubs** — Singapore, Geneva, Brussels, London, Nairobi — where governments, institutions and advisories concentrate. For people in host-country markets especially, Article 6 is a local hiring story, not a distant one in Geneva.

A realistic note: the market is young and the rules are still settling, so some demand shows up as Article 6 mandates added to existing policy or developer jobs rather than clean new headcount. But the direction is clear — a mechanism this complex is implemented by people, and those people are being hired now.

How to position for an Article 6 career

Learn the mechanics cold (6.2 vs 6.4, ITMOs, corresponding adjustments, PACM), follow the UNFCCC and Supervisory Body processes, and pair that with a concrete skill — MRV, law, project development, policy analysis or software. A carbon-market course with a policy module helps career-changers; for the broader entry map, start with Breaking Into Carbon Markets.

Live Article 6 roles

Carbon Desk tags roles by regime, so you can see Article 6 and compliance-market openings as they appear — from government programme offices to CDR policy shops. Browse the live compliance-market roles and the full feed at carbondesk.global.

Sources

- UNFCCC — Article 6.2 and Article 6.4 of the Paris Agreement (process pages).
- UNEP CCC — Article 6 Pipeline (PACM activity tracking).
- The Nature Conservancy — Article 6 explainer (PACM and the VCM).
- Abatable — "Article 6.4 explained: the essential guide to PACM."
- AlliedOffsets — "What is Article 6 and how does it actually work" (first Switzerland–Thailand ITMO transfer, 2023).

Article 6 rules are still evolving through the UNFCCC process. Confirm the current operational status and specific requirements against official UNFCCC sources before acting on them.

Get the sharpest carbon roles first. Carbon Desk tracks carbon-markets, CBAM, compliance and decarbonization roles and sends the best ones to your inbox weekly — screened, categorised, free. Subscribe at carbondesk.global.