



Friends of the Earth is hiring a Head of Policy Change

Closing date: 14 March 2021

About the organization

Friends of the Earth Ireland is a community at the heart of the growing movement here for a just world with zero pollution. We are part of the world's largest grassroots environmental network, which celebrates its 50th anniversary in 2021.

Our mission is to campaign and build movement power to bring about the system change we need for a just world where people and nature thrive. We are trying to change the world on a shoestring and in the face of opposition from powerful vested interests. So we need committed, energetic people on our team. We work collaboratively to advance the organization's mission, vision and values. And we look out for each other as best we can.

We are a small, nimble organization. This means there'll be plenty of opportunities to learn and develop new skills. It also means you'll need to be flexible and you'll be expected to get stuck in and do whatever tasks are required to ensure that work is completed on time and to the highest standards possible. No matter what your role is within the organization from time to time you'll need to answer phones, deal with routine office tasks and - whenever we get back to the office! - wash the dishes and put out the bins.

About the role

Reporting to the Director, the Head of Policy Change has lead responsibility for one of our four organizational goals: "To drive a fair and fast transition to a zero pollution future" and the four strategic objectives under that goal, relating to climate law and governance, emissions reduction, fossil gas, and shaping public debate.

The post-holder will join the Management Circle with the Director, the Head of Finance and Operations, the Head of Supporter Care and Communications, and the Head of Movement Building (currently vacant).

The post-holder will line-manage any policy and advocacy staff, currently two people.

The post-holder will have a key role in managing three priority campaigns (Faster and Fairer Climate Action, No New Gas, and Power to the People), and will coordinate the weekly Campaigns Meeting which comprises policy and advocacy staff, the Activism Support Coordinator and the Communications Coordinator.

Responsibilities

1	Leading Friends of the Earth's work to secure the public policy changes that will drive a fair and fast transition to a zero pollution.
2	Managing Friends of the Earth's relations with Government Departments and the Oireachtas (at elected and official level) and any policy and advocacy staff working for the organization.
3	Coordinating campaign planning and implementation with relevant staff such as the Communications Coordinator and the Activism Support Coordinator but also including staff working on Education and Training, and Supporter Care and Community Building.
4	Sharing responsibility for organizational management and development with the other members of the management circle.
5	Directly delivering policy and advocacy outputs as required, including, for example, our 2021 work on fossil gas.
6	Acting as a spokesperson for Friends of the Earth.

About you

Essential skills or experience:

- Demonstrated interest in social, global or environmental justice
- Experience in researching and developing policy positions and proposals
- Experience in developing and implementing advocacy strategies to achieve policy change
- Experience in collaborative planning and implementation of campaigns that involve some or all of the following tools: advocacy, online mobilization, public and supporter communications, and supporting grassroots activism
- Management skills (e.g. people, projects, budgets)
- Fluency in the English language.

Desirable skills or experience:

- Knowledge of climate and/or energy policy in Ireland and/or Europe
- Experience of the Irish legislative and policy-making system
- Experience of a leadership role in team-based campaigns or projects
- Experience of working in coalition with groups of organizations
- Experience writing and reporting on funding applications and working with institutional funders (national and/or international)
- Experience of public communications (e.g. media appearances, articles, speeches).

Personal attributes and competencies:

- Commitment to the mission, vision and values of Friends of the Earth
- Ability to work with a diversity of people, communities, and cultures
- Ability to work on multiple projects or campaigns at one time
- Ability to use initiative, think creatively and work independently
- Excellent time management and prioritisation skills
- Familiarity with online productivity and collaboration platforms (e.g. MS Office, Dropbox, Slack, Wrike, Salesforce).
- High level of written and oral communications skills
- Ability to respond quickly to external events and demands, from media and political system, while maintaining organisational priorities and goals.

Statement on Solidarity, Participation and Inclusion

A commitment to solidarity, participation and inclusion is one of the fundamental values of Friends of the Earth. We therefore endeavour to ensure that everyone, particularly marginalised and disadvantaged groups who might be affected by policy are considered and included in the conversation. We acknowledge our privilege as people working in an NGO and understand the fact that there may be barriers to participation. We strive to expand and diversify civic engagement, by creating spaces for everybody to participate and be included in activism and political change.

As part of this commitment to the values of solidarity, participation and inclusion we strongly encourage applications from those with identities under-represented in the environmental movement, for example: people of colour, LGBTQIA+ people, those seeking asylum or with refugee status, people with a disability, or people who are members of an ethnic minority.

Terms and Conditions

Conditions are according to Irish legislation including the legal ability to live and work in Ireland. Friends of the Earth Ireland adheres to Irish law that prohibits discrimination on basis of age, sexual orientation, marital status, birth, fortune, religious, philosophical or political beliefs, language, present or future state of health, disability, physical or genetic characteristics, sex, pregnancy, childbirth, maternity, change of sex, nationality, alleged race, skin colour, ancestry, national, ethnic or social origin.

The working language is English, but applicants are not required to be native speakers.

Contract duration: This is an 18-month contract. There is a six-month probationary period. At the end of the 15 months a decision on the future of the post will depend on organizational funding.

Hours per week: This is a full time post (35 hours per week). There is a possibility the organization would consider a proposal from the successful candidate to work 4.5 days a week or an absolute minimum of 4 days a week.

Location: The position is based in our office in Mount Street Upper in Dublin 2, however throughout the Covid pandemic and beyond we will continue to facilitate remote working as much as possible. The post-holder will need to be willing and able to be in Dublin for certain meetings and activities as required.

Annual Leave: Full-time employees get 25 days paid annual leave a year.

Salary: The post is on our Programme II payscale, with gross annual fulltime between Step One at €38,064 to Step 9 at €50,937. The starting salary will depend on experience and will be approved by the Board.

To Apply: Send your CV with a 1-page cover letter to jobs@foe.ie by 23.59 on Sunday 14th March 2021 – please include the role title in the subject of your email. We regret to inform you that we may not in a position to respond to all candidates and can only guarantee a response to shortlisted candidates.

All documentation received by Friends of the Earth will be processed in accordance with the Data Protection Acts, 1988 and 2003 General Data Protection Regulation (GDPR; 2018). The information will only be used by Friends of the Earth in the processing of job applications and for ongoing administrative purposes with job candidates.