



Research Engagement Lead - Germany Talks Climate

Job Description and Person Specification

Climate Outreach is recruiting for a passionate and networked professional, for 16 months, to lead on the delivery of a high profile project, in Germany, with international impact. The researcher will be based in Germany and is expected to be fluent in German and English, but will be working on projects in various settings.

The postholder will lead on the implementation of a new strategic project called 'Germany Talks Climate'. Germany Talks Climate is an innovative communications project aimed at enabling communities across Germany to more effectively relate to climate change on their own terms. Building on the success of the ['Britain Talks Climate'](#) project and Climate Outreach's wider global public engagement work, it will use evidence-based approaches to build effective climate change public engagement across German society.

We're looking for an inspirational project leader with a range of communication skills who will be able to work in Germany to design and deliver this groundbreaking project. You'll be focused on developing and mobilising climate change public engagement research understanding across German civil society and wider stakeholders. You'll work with our UK-based team, German partners and the Germany Talks Climate Research Coordinator, who you'll manage.

Salary: starting salary £32,600 - £36,200 (FTE)

Benefits: if eligible, pension, enhanced parental leave pay, flexible working arrangements and 33 days (FTE) of annual leave and other benefits.

Hours: 0.6 FTE (21 hours per week)

Contract Type: Fixed term for 16 months (possible extension subject to funding)

Responsible to: Director of Programmes & Research

Responsibility for: Germany Talks Climate Researcher Assistant

Location: Germany based (remote-working)

Right to work: For this role, you need the right to work in the UK or in the Netherlands or in any of the EU member states.

Your key responsibilities will be :

Technical Leadership

- Leading the development and delivery of the Germany Talks Climate project from a technical perspective, to achieve its strategic objectives in collaboration with our German partners and supported by the Climate Outreach team. Includes providing strategic insights and guidance about the German context to effectively situate and deliver the project
- Leading on the following key activities for Germany Talks Climate: i) Mapping the climate communication landscape in Germany; ii) Putting together a research oversight panel; iii) Delivering a National Survey into attitudes, and climate-language across the German population; iv) Designing and delivering a nationwide series of qualitative focus groups; and, v) analysing and disseminating the findings.

Collaboration, Advocacy, Promotion and Dissemination

- Working with a range of stakeholders across Germany and the UK (including NGOs, policy makers, academics, community organisers and others) to build the appetite for (and awareness of) the need for evidence-based approaches that can engage the whole of society with climate change
- Networking and convening German stakeholders to guide the development of insights, to ensure they are relevant and needed by climate advocates and other key organisations
- Promoting and disseminating research project findings with support from the Climate Outreach communications team
- Delivering presentations and workshops to deepen the understanding of how to effectively engage across German society

Research Implementation

- Working with the UK-based Climate Outreach research team to oversee the development of quantitative and qualitative research, in association with our partners, to underpin effective engagement with key audiences across Germany.
- Managing the creation of an interactive digital toolkit that provides evidence-based tools and resources to engage across the breadth of German society, based on the model of Britain Talks Climate

- Developing a 5 Year Strategy for Germany Talks Climate, with the support of experts within Climate Outreach, to build the evidence base and infrastructure for cross-societal public engagement on climate change in Germany, through mapping and synthesis activities in partnership with key stakeholders across sectors

Coordination

- Participating in internal project coordination meetings to coordinate activities, monitor project risks and challenges, and adjust plans as necessary to mitigate risks and ensure delivery on time and within budget.
- Liaising with project funders and key delivery partners. Participating in external coordination meetings, as led by the Research Assistant, to discuss and agree on approaches and ensure project plans, budgets and timelines are followed
- Inputting to reports for both internal understanding and to funders, as led by the Projects Manager
- Maintaining accurate and up-to-date records of partner and stakeholder liaison using Climate Outreach's internal systems

Line Management

- Line management of the Germany Talks Climate Researcher Assistant
- Collaboratively work with the Human Resource Resource Management Team to create a culture of coaching and strengthen line management function within the organisation.

Climate Outreach works with partners and contractors located in different time-zones. Therefore the post-holder may be asked to travel or work outside of core hours to support project delivery.

Person Specification

Essential:

- At least 2 years experience leading projects in the NGO, think tank, political or research space
- Demonstrable strategic thinking and skills, ideally with experience in delivering long term strategies, and the ability to identify how to most effectively achieve a long term aim and design the pathways to change
- A desire to enable communities to recognise the importance of climate change to them
- A proven networker with strong interpersonal skills and the ability to work with people from different backgrounds with varied levels of experience, and build support and buy-in
- Practical leadership experience in developing and delivering projects with multiple stakeholders
- A great communicator with excellent writing skills and the ability to confidently present or write for the public, media, academics, politicians and advocacy leaders
- Experience with the application of research to advocacy, skills in report writing and the presentation of results
- A self-motivated and flexible worker equally comfortable being part of a larger team as well as working independently
- A desire and ability to effectively provide human-centred and inclusive line management
- Committed to personal professional development and adapting within a professional environment
- Demonstrable experience of working effectively with a remote cross-departmental teams and comfortable working within organisational processes
- Demonstrable experience in problem solving and a results-oriented attitude
- Proficiency in office ICT including Google's G suite applications and an openness to learning and using CRM software e.g. Civi CRM
- Interest in building public engagement with climate change and a commitment to the values of Climate Outreach (below)
- Fluent in German and English at a professional level

Desirable:

- Personal experience developing, promoting or advocating public engagement in climate change
- Experience working within German civil society organisations, communication or public research organisations
- Experience of line management
- A qualification in a relevant field

Our values:

Collaborative

- We co-design work with partners and seek to equip others with expertise and knowledge. We act in service to others and the wider movement.
- We empower each other by working closely together in a supportive manner, sharing ideas and knowledge. We actively seek to work without silos and with flexibility.

People-centred

- We put people at the centre of the climate story, rather than science, technology, finance or policies.
- We treat each other with respect - as equals with concerns, hopes and aspirations.

Credible

- We are evidence-based and research-led. Evidence is our starting point, not an add on.
- We seek to live by our values, including by reducing our carbon footprint. We know this isn't easy but we do our best. Where we struggle, we are open and honest about that.

Integrated

- We act as a bridge between different sectors, disciplines and communities.
- We recognise that public engagement and the work we do is a part of the puzzle, along with the work by other actors in the climate sector.

Focused

- We focus on doing meaningful work that makes a difference to our mission. We seek leverage points in order to create systemic change.
- We recognise the tension between committing to our work and maintaining our wellbeing. We do not sacrifice the wellbeing of staff to this value, because we recognise that happy staff allow an organisation to be dynamic and creative.

Diversity, equity and inclusion

Climate Outreach is committed to providing equal employment opportunity in all of its employment programs and decisions. We recognise that a diverse and inclusive movement is critical to solving climate change and that we must ensure that those directly impacted – particularly those who have been excluded in the past – are at the centre of the movement for change.

We do our best to make staff positions accessible to all potential team members, regardless of race, colour, national origin, ethnicity, age, disability, assigned gender, gender expression or identity, sexual orientation or identity, religion or creed, veteran status, and marital or parental status. We strive to recruit team members from communities most impacted by climate change or impacted by other kinds of environmental, social, and economic injustice. We therefore strongly encourage applications from people of colour, women, LGBTQ people and members of marginalised communities. Climate Outreach Oxford Office is wheelchair accessible.

If you are invited to interview for the position, do let us know if you would like any carer's costs that you incurred due to attending this interview to be reimbursed.

Interviews will be carried out remotely due to Covid-19.

How to apply

How to apply: To apply please complete our application form as well as our optional diversity, equality and inclusion monitoring form and email to recruitment@climateoutreach.org with the job title as email subject. If you are an internal applicant, you don't need to fill the diversity, equality and inclusion monitoring form.

Application deadline: 12pm BST, Monday 12th July

Interviews: The interviews will take place during w/c 12th July The interview will include an exercise to complete. Interviews will be carried out remotely due to Covid-19.

Start date: The role is envisioned to start in August.