

Head of Forests and Climate Programme

London

Job description

Job purpose

The Head of Forests and Climate Programme will provide leadership, strategic direction and managerial oversight to the Programme.

The Programme reduces deforestation and illegal use of forest resources through a combination of building legal capacity of civil society, legal analysis, and advocacy toward and with governments and international development partners. It works to achieve more effective forest and natural resource governance laws in focus countries in Africa (currently Ghana, Liberia, Cote d'Ivoire and Republic of Congo); to improve the operation of laws regulating the trade of illegal timber and forest risk commodities (in the EU and internationally); and to improve international policies and climate initiatives impacting forest resources.

Working relationships

The post holder will manage the Forest and Climate Programme, including line management of team members, and will have key relationships with ClientEarth staff more generally, especially the development and communications teams. He/she will also maintain and develop close relationships with partner organisations in the EU and internationally.

Key responsibilities

- Responsible for development, management and delivery of a high-impact, high-quality strategic programme that delivers the Programme objectives
- Proactively manage change, identify and manage risks, and respond to potential obstacles or problems in the achievement of Programme objectives
- Oversee legal outputs from the Forest and Climate team, including reports, briefing notes, presentations, consultation responses, etc.
- Develop and/or maintain existing relationships with relevant actors and decision makers at national, EU and international levels
- Develop and/or apply robust legal knowledge of forest governance issues, forest legislation, institutional frameworks and processes necessary for the effective implementation and enforcement of relevant laws
- In collaboration with colleagues, develop fundable projects to support securing of restricted and unrestricted funding from new and existing funders and plan capacity and work to match available funding
- In collaboration with colleagues, develop an effective communication strategy tailored to optimise the dissemination and impact of Programme outputs
- Work with team members and the Finance team to plan and manage budgets for project grants and staff/resources

- Contribute to the development of cross-organisational initiatives, cooperation and knowledge sharing, and facilitate understanding of the Programme's work across the organisation and alignment with other programmes at ClientEarth
- Contribute to senior programme leadership on areas such as organisational development and design, organisational and operational strategy and structure, vision and others as appropriate
- Lead and manage a diverse team (legal and non-legal) through the provision of appropriate support across recruitment, induction and performance evaluation, including supporting individuals' professional development

Location

This position will be based in London and will involve travel within the EU and internationally.

Person Specification

Education and training

- Law degree or equivalent (essential); Master's law degree or equivalent (desirable)
- Fluent in English (essential) and a second EU language (ideally French) (highly desirable)

Experience & knowledge

- Relevant legal experience (essential) and working knowledge of one or more of the following areas of law: environment, climate change, natural resources, public and administrative, trade and investment, litigation, human rights (desirable)
- Experience of managing large-scale, complex projects and budgets (essential); experience running development programmes (desirable)
- Experience of managing a large, experienced and multi-cultural team with a collaborative approach (essential)
- Experience of establishing, building and maintaining relationships with key contacts and engaging with a wide variety of external stakeholders (essential)
- Understanding of the global challenges presented by deforestation and climate change and of potential solutions (essential)
- Experience of working in developing countries and/or regions of the world (Africa or Asia preferable) (desirable)
- Demonstrated track record of winning bids and managing grants (desirable)
- Experience of engaging effectively with government, civil society and/or industry partners (desirable)
- Network of organisations working on or funding work in the field of environment, international development, human rights and/or legal development (desirable)
- Knowledge of EU institutions and processes (desirable)
- Previous experience working with civil society organisations in and beyond the EU (desirable)

Key competencies

- Ability to plan strategically for the long term, and to organise complex issues and strategies into defined, outcome-oriented activities
- Excellent written and oral communication skills, with ability to engage with a range of internal and external audiences (internationally)
- Ability to perform a management and supervisory role, to build and manage an experienced team, to coordinate different strands of work and to lead by motivating and enabling team members
- Excellent creative, critical and lateral thinking and ability to grasp new concepts and areas of law
- Responsive and positive towards shifting and competing circumstances; capable of coping with challenges, ability to delegate and manage conflicts
- Willingness to travel within Europe and internationally