

Job Outline - Climate Resilience Manager

POST: Climate Resilience Manager

REPORTS TO: Managing Director

WORKING TIME: Full time (35 hours) - flexible / part time working hours are available for discussion

SALARY (FTE): £32k - £45k – p/t will be pro rata - initial salary placement is anticipated to be up to £40k with any progression dependent on the level of experience and added value that candidates can demonstrate including;

- complexity and impact of projects delivered/shaped
- influence of decision making across a range of stakeholders
- level of strategic focus compared to operational
- ability to build impactful relationships
- income generation
- leadership and solutions focus

ADDITIONAL BENEFITS Generous annual leave entitlement - 35 days including public holidays
Flexi-time Scheme, generous pension and occupational sickness benefit scheme

CONTRACT: Open ended

LOCATION: Sniffer is based in Edinburgh, at the Edinburgh Climate Change Institute

We operate a flexible, hybrid working model. Colleagues are currently in the office one to two days each week and home working and attending external meetings for the balance of time.

Applicants must be eligible to live and work in the UK

RECRUITMENT TIMELINE: Closing date 26 August 12:00 PM. Interview dates 7 and 8 September.

JOB PURPOSE: To manage and deliver a portfolio of inter-related climate resilience and transformation projects, including securing new funding where appropriate

To implement Sniffer's vision as a changemaker for a fairer and flourishing Scotland in a future climate and deliver our business strategy

INFORMATION ABOUT SNIFFER

Sniffer helps places and organisations to transform so everyone can flourish in a future climate. We are a catalyst for change, fostering collaboration for social and ecological justice. Sniffer is at a very exciting time and is looking to recruit new talent to join our team. Our future focus is on:

- Collaboration and innovation for systems change
- Supporting a conducive policy environment for transformation at local, regional and national level
- New forms of governance, leadership and finance addressing climate change
- Contributing to a social movement for change brought about through champions, pioneers and networks

We are currently developing some of the UK's most vibrant and exciting climate change adaptation and resilience projects – including [Adaptation Scotland](#), [Climate Ready Clyde](#) and [CreaTures](#). Our award-winning work is looked to around the world as some of the leading practice in the global response to the impacts of climate change. We are poised to be proactive in driving change in Scotland, and connecting with international learning and expertise.

This role offers an exciting opportunity for an experienced climate resilience professional to work as part of a team of changemakers. You will support Sniffer's strategy by leading and developing projects and proposals within a knowledgeable, supportive, and collaborative organisation.

Key responsibilities:

1. Leading, managing and/or supporting diverse and challenging portfolio of adaptation and climate resilience projects.
2. Informing climate resilience policy and practice in the context of systems change
3. Providing technical expertise and leadership for specific climate resilience challenges
4. Engaging with stakeholders and managing effective relationships
5. Building capacity and empowering individuals and organisations to lead climate resilience and transformation work within their organisations, sectors and spheres of influence through organising training programmes and events
6. Delivering Sniffer's business strategy and securing new income
7. Contribute to Sniffer's approach to reflective learning

Requirements of the post and person

We are looking for candidates who have a broad experience in climate resilience, adaptation and transformation, with the expectation of an in depth knowledge of *several* of the following:

Technical skills, knowledge and experience

- Approaches that address transformation and systems change in relation to climate resilience – including social systems, governance models, participatory democracy and decision making
- Partnership building and collaboration – including understating of how to go deeper, examine structures, and provide a route-map for action

- Locally led adaptation and climate resilience through the lens of communities and local actors. To include practical insight of climate and social justice and working with under-represented groups
- Delivering climate resilience projects in a collaborative, co-designed environment including shaping policy nationally and locally. This includes experience in facilitation, consensus building, project management and governance
- Specific tools and innovation to support climate resilience including climate finance and economic analysis, risk assessments within a systems approach / data driven climate risk mapping and analytics and use of creative practice. Experience of using and interpreting climate information, scenarios, provision of adaptation services.
- Understanding of UK and Scottish climate change legislation and practice

Business management and development

- Awareness of funding opportunities beyond public sector – in particular philanthropic funding and major donors including green finance – and ability to open the door to new funding
- Ability to develop and nurture relationships with senior leaders (public, private, third and community sector, academia and funders)
- Impact evaluation, monitoring, evaluation and learning
- Advocacy and profile raising for change

Communications and advocacy

- Alliance, partnership and inclusive network building framed inclusively
- Advocacy and influencing / thought leadership and empowerment
- Profile raising
- Storytelling and narratives of change
- Digital engagement
- Writing and producing briefing materials, reports, case studies and online content, webinars and presentations for a wide range of audiences in accessible language and format

Qualifications and experience

- A good honours degree or postgraduate qualification in sustainability, natural sciences, economics, planning or social sciences
- We envisage at least three years experience of working in a relevant professional environment

Way of working

We are looking for candidates who would enjoy our internal culture and working style:

- Ability to innovate and bring about change – and understanding of how change happens
- Strong facilitation skills and collaborative working – internally and externally
- Co-design of initiatives
- Solutions and impact/outcome focused
- Matrix management

OPPORTUNITY FOR GROWTH – Whilst Sniffer is a small organisation we are committed to staff development and to identifying opportunities for career progression within the business structure. We are committed to supporting all staff to develop and grow to their full potential

All job outlines are subject to change as Sniffer and post requirements evolve.