

Director of Communities and Networks Information Pack

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Introduction from Hugh Knowles and Miriam Turner, Co-Executive Directors

The coronavirus pandemic has devastated lives and, rather than transform society, it has revealed its weaknesses and strengths. When combined with growing protests against oppression of all forms this has resulted in a deserved spotlight on injustice and inequality around the world. We know that without radical change this decade, injustice is only going to be exacerbated by the growing climate and ecological crisis. This means that more than ever social justice is going to be at the heart of our work as we help communities and nations shape how we recover and rebuild.

There is only one path ahead and that is a transformation of our society and regeneration of our natural environment. That must be done with those who are most at risk - either from current and future impacts or from not being able to participate and benefit from the transformation - at the heart of what we do. If we design a transition for the mainstream, we will continue to leave many behind.

Friends of the Earth wants to amplify and widen the reach of our calls for transformation and engage multiple communities in our work. In doing so we have an enormous strength to draw on and build from.

What the pandemic has also shown us is the power communities have to come together and for local people to be at the heart of change. As a grassroots movement in our 50th year, we know from experience this is how meaningful change happens.

In the last few years, we have seen a growing demand for action on the climate and ecological crisis and we now work in partnership with over 300 groups around England, Wales and Northern Ireland. As part of an international federation of grassroots environmental groups we can join that global perspective with our expertise and experience nationally and regionally to leverage change from local to national to global. These stories and experiences provide a rich and diverse mosaic of real-world experiences.

Over the last 50 years, Friends of the Earth has led many powerful and successful campaigns that have resulted in real change, from doorstep recycling in every town, to the phase out of leaded petrol, protection for our best wildlife sites, the world's first climate change act, the end of fracking, the prevention of coal mining and much more besides. We will continue to produce strong and innovative strategies based on a deep understanding of how to address the challenges faced by society.

In our next chapter we need to continue to build our power and put people at the heart of change. We are looking for someone inspiring and empathetic who can lead the Communities and Networks Directorate and continue to build and support a thriving network that is key to how Friends of the Earth creates change.

If you believe you have the qualities and skills we need to be involved in writing the next chapter of the Friends of the Earth story, we would love to hear from you.

Hugh Knowles and Miriam Turner
Co-Executive Directors, Friends of the Earth

Director of Communities and Networks- Advert

London based £69,752 to £74,252 per annum

Regional based £66,595 to £71,095 per annum

Plus benefits with some travel within the UK as required

We are seeking to appoint an experienced Director of Communities and Networks to join our senior leadership team. We are looking for candidates across England, Wales and Northern Ireland. This role will be based in any of our offices or at home but with travel within England, Wales and Northern Ireland as required.

As a core member of the senior leadership team, you will play a strategic role in the overall leadership and management of Friends of the Earth. This is a great opportunity to play a major role in shaping the development and future direction of a key environmental justice organisation in a decade when radical action on the climate and ecological crises must happen. You will have considerable experience of building and supporting networks of people to deliver change and the ability to engage communities across England, Wales and Northern Ireland in creating change at the local, national and international level.

We are looking for someone who knows how to listen to communities and grassroots activists and ensure we understand how to advocate for a transition that will engage and benefit those who are at risk of being marginalised or left behind. It will require experience of building campaigns with people from a wide range of backgrounds.

Closing date: 2nd December 2021

In return we offer a competitive range of benefits, good work/life balance, excellent learning and development opportunities and a vibrant organisational culture.

We are an equal opportunities employer and are especially keen to encourage applications from people currently under-represented in the environment movement, including people from black, Asian and minority ethnic backgrounds and disabled people and other marginalised or oppressed communities

Friends of the Earth is an international community dedicated to protecting the natural world and the wellbeing of everyone in it. We lead campaigns, provide resources and information, and drive real solutions to the environmental problems facing us all.

Director of Communities and Networks

Reporting to	Co – Executive Directors
Direct reports	Director of Cymru, Director of Northern Ireland, Head of England, Head of Campaign Activism, Head of Youth and Families
Grade	A
Location	Flexible - based in our offices or at home but with some travel within England, Wales and Northern Ireland as required.

Friends of the Earth is looking for an experienced and empathetic leader who can lead and inspire the organisation's work in communities across England, Wales, and Northern Ireland. This role is responsible for diversifying and supporting our network and building partnerships with those communities beyond our network. The aim is to ensure grassroots voices inform all our work, and that our national, regional and local campaigns engage the grassroots and are commensurate with the change we need to see in the world.

The role reports to the Co-Executive Director and is a member of the Senior Leadership Team. This is a great opportunity to play a major role in shaping the development and future direction of Friends of the Earth as a key environmental justice organisation in a decade when radical action on the climate and ecological crises must happen.

Purpose

- Lead a transformational programme of support and training to build the power of our network and communities beyond it.
- Continue to diversify our network so we are more representative of society and more inclusive as a movement
- Ensure that the experiences and expertise of people/activists/supporters across Friends of the Earth's network and beyond - particularly those who are marginalised, oppressed and at risk – informs our work.
- Lead a diverse portfolio of impactful work across all levels of devolved administrations, recognising the unique challenges faced in different nations and regions and local areas
- Support a distributed team of campaigners, activism experts and volunteers to excel - balancing high-quality day-to-day outputs across very different national, regional and local contexts, with a long-term strategic vision.

Key responsibilities

- Oversee our network of community groups and its development across the network in England, Wales, and Northern Ireland, ensuring this is true to Friends of the Earth's unique role and our strategic direction.
- Manage effective engagement with communities to help learn and adjust strategies and tactics in development and delivery of campaigns and advocacy.
- Ensure that those marginalised, oppressed and at risk are central to the development of all our work.
- Ensure our network and communities beyond it are given support to enable them to grow their power at a local level
- Ensure our campaigns have a clear focus, a strong and engaging narrative and respond to the constantly evolving external context, particularly in relation to devolved levels of government.

- Oversee our Youth & Families programme, ensuring they represent Friends of the Earth's unique role and our strategic direction, and that their insights inform the organisation's work
- Work with the Director of Policy, Advocacy and Campaigns and the Director of Engagement to ensure community voices are central to all our work from campaign development to communications.
- Work with the Director of Policy, Advocacy and Campaigns and the Director of Engagement to ensure that mass mobilisation strategies are aligned with community and engagement principles.
- Ensure Friends of the Earth campaigns are both shaped by, and can shape, the political and media narrative around our broader transformational agenda.
- Overall responsibility for operational aspect of public facing events involving our network, including, e.g., legal guidance for the network and co-ordination with external partners where necessary.
- Act as a lead spokesperson on media issues especially those important to devolved nations and regions and develop key strategic external relationships.
- Manage the directorate to ensure high performing teams with excellent levels of well-being and engagement.
- Provide sound strategic advice to the Co-Executive Directors, SLT and Boards, in particular on devolved power matters, and ensure activity is in line with the organisational strategy.
- Collectively lead the organisation as a member of the Senior Leadership Team, including on organisation-wide initiatives and development of the annual Business Plan
- To commit to and model Friends of the Earth's values and behaviour framework.

You will also need to be aware of and follow Friends of the Earth policies and procedures, with particular attention to safeguarding, equality, diversity & inclusion, and our values.

Person Specification

- Empathetic, inspiring and approachable leader with significant experience of community and movement-informed approaches to change.
- Track record of devising, leading and delivering successful high-impact campaigns, with excellent understanding of environmental and justice issues.
- A proven strategic, creative and adaptable leader capable of building trust in teams and amongst colleagues.
- Understanding and experience of working with devolved levels of government ideally across England, Wales and Northern Ireland
- A proven track record of managing individuals and teams, with a focus on personal development and performance management.
- Experienced communicator with good track record of media appearances and engaging a range of stakeholders.
- Substantial achievement at senior management level in a related organisation.
- Good understanding and overview of social, political, economic and environmental context, and how it manifests itself at the local, national, regional and international level.
- Excellent advocacy, negotiation and communication skills and with proven ability to influence a range of stakeholders.
- Ability to frequently travel in the UK, and occasionally outside the UK, on a planned basis.
- Ability to commit to occasional work outside of office hours occasionally to meet the demands of the role.
- Clear commitment to vision and values of Friends of the Earth
- Experience of managing safeguarding, particularly in a distributed network and with young people

Our Values

Ability to demonstrate understanding and apply our values.

Integrity- We demonstrate integrity throughout everything we do, internally and externally.

Impact – We make the biggest impact we can through good analysis and judgement, insight, feedback and focus.

Leadership – We motivate others through our individual and collective actions, our compelling vision, and our clarity on what work needs to be done.

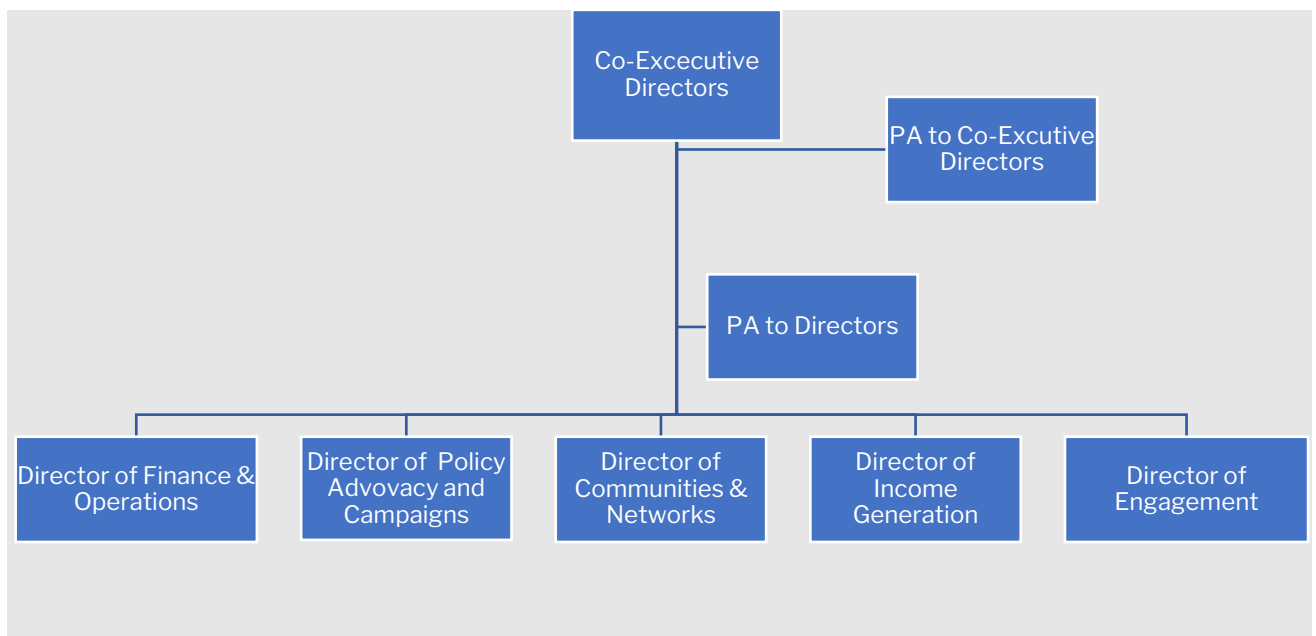
Focus on Friends- To build our influence we put new and existing ‘friends’ at the heart of our work.

Accountability- We hold ourselves and other to account for our work and how we work.

Learning and Enquiring Mindset- We learn continuously, challenging our own assumptions and habits while expanding our horizons to enable us to improve the impact of our work.

Organisation Chart

Currently 48 Staff in Communities and Networks Directorate



How to apply:

- Please forward a CV together with a supporting statement to recruitment@foe.co.uk. Your supporting statement should be no more than 2 pages of A4 and address the key requirements of the person specification with relevant examples of your experience and outline why you are interested in the post.
- You should give the names, positions, organisations and telephone contact numbers of two referees, relevant to this role. References will only be taken once your express permission has been granted.
- Finally, please ensure that you have included mobile, work and home telephone numbers, as well as any dates when you will not be available.

Key dates:

Closing date: 2nd December 2021

Shortlisting date: 7th -8th December 2021

Interview dates

1st Interviews: 14 – 16th December 2021 (online via Teams meeting)

Presentation preparation to be sent: 16th December

2nd Interviews with Presentation: 5 – 6th January 2022 - Interviews will be held in London

Equality and Diversity Monitoring Form

We are committed to equality and diversity, and to find out how well we are doing, we need to collect monitoring data. The data we collect in this form helps us to analyse our workforce demographics to ensure we are diverse and an inclusive employer. The information you supply on this form will be kept confidentially within the People Team. Any information shared regarding equality and diversity, will be anonymous and will only provide general statistics and infographics.

Asian or Asian British Bangladeshi <input type="checkbox"/> Indian <input type="checkbox"/> Pakistani <input type="checkbox"/> Any other Asian background <input type="checkbox"/> Please specify below if you wish...	Mixed Black and White Caribbean <input type="checkbox"/> Black and White African <input type="checkbox"/> Asian and White <input type="checkbox"/> Any other mixed background <input type="checkbox"/> Please specify below if you wish...	Chinese or Other ethnic group Chinese <input type="checkbox"/> Any other <input type="checkbox"/> Please specify below if you wish <input type="checkbox"/> Any other White background Please specify below if you wish Prefer not to say <input type="checkbox"/>
Black or Black British African <input type="checkbox"/> Caribbean <input type="checkbox"/> Any other Black background <input type="checkbox"/> Please specify below if you wish...	White British <input type="checkbox"/> English <input type="checkbox"/> Irish <input type="checkbox"/> Scottish <input type="checkbox"/> Welsh <input type="checkbox"/>	

Gender: Male Female Prefer not to say

Gender Identity (if appropriate) Transgender Intersex Non-Binary Other Please specify if you wish

Religion or belief: Please tick against one of the following

No religion/Atheism <input type="checkbox"/>	Jewish <input type="checkbox"/>
Baha'i <input type="checkbox"/>	Muslim <input type="checkbox"/>
Buddhist <input type="checkbox"/>	Sikh <input type="checkbox"/>
Christian <input type="checkbox"/>	Other <input type="checkbox"/>
Hindu <input type="checkbox"/>	Please specify below if you wish.....
Jain <input type="checkbox"/>	
Prefer not to say <input type="checkbox"/>	

Sexual Orientation: Please tick against one of the following

Bisexual <input type="checkbox"/>	Heterosexual <input type="checkbox"/>
Gay/Lesbian <input type="checkbox"/>	Other <input type="checkbox"/>
Prefer not to say <input type="checkbox"/>	Please specify below if you wish.....

Marital Status: Please tick against one of the following

Married/Civil Partnership	<input type="checkbox"/>	Widowed	<input type="checkbox"/>
Single	<input type="checkbox"/>	Co-habiting	<input type="checkbox"/>
Divorced	<input type="checkbox"/>	Other	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>	Please specify below if you wish.....	<input type="checkbox"/>

