

Friends of the Earth – Job Description

Job title	Youth Campaign Coach
Reporting to	Project Manager – Further Education Programmes
Team	Youth and Families
Career stage	Grade D
Contract	Fixed term until 23 rd March 2026
Location	Cardiff
Line management	N/A

Purpose of the role

To deliver Friends of the Earth's inclusive campaigning programmes with marginalised young people, namely [My World My Home](#). This includes responsibility for project delivery with 2-4 groups of young people in south Wales and supporting alumni of our programmes in Bristol.

To develop new partnerships with youth and community organisations to co-deliver My World My Home. To lead recruitment and induction of small teams of young people followed by training, coaching and resources to help them to implement environmental campaigns in their communities.

Projects may vary but the focus will be on supporting 16–24-year-olds within youth, community and/or Further Education settings to learn about environmental justice and become skilled campaigners. This may include working with Friends of the Earth Cymru to develop a youth strand of an existing national or local campaign. Work will include follow up support for alumni of the programme to continue their campaigning journey. You will largely be working solo in delivering these programmes locally as part of a remote youth team across England, Wales and Northern Ireland.

This role is subject to an enhanced DBS check.

Key responsibilities and tasks

- To build relationships with youth and community organisations to work in partnership to host youth environmental justice programmes.
- To work with colleagues within youth work/community organisations and any partner organisations to recruit young people to the programme, introduce them to principles and ideas of community organising and environmental justice, and support them to complete project programmes to the best of their ability.
- To coach and guide course participants in the development of environmental justice projects using community organising techniques.
- To contribute to design of an appropriate training and development programme based on recognised community organising principles and approaches.
- To work with others in the Project Team to produce or update resources to support learning by course participants e.g. a workbook or case studies.

- To act as a contact point and facilitator for course participants to access further expertise and support from relevant staff within Friends of the Earth.
- To work with others in project team to develop alumni relationship and pathways for programme graduates to ensure continued engagement in work for social change.
- To support local youth representatives of the Friends of the Earth Youth Forum.
- To contribute to ongoing review and development of the programme and contribute to monitoring and evaluation reports as required.
- Frequent and regular travel to each group you work with to provide face-to-face support, training and coaching.
- Any other tasks commensurate with the role.

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

Essential:

- A proven track record of successful community campaigning by organising with others and clear evidence of people developed.
- Experience of developing and delivering training, workshops and coaching, preferably with young people.
- Understanding of the youth and community sector in south Wales, with existing relationships and/or networks.
- Ability to support, motivate and develop the skills and confidence of marginalised young people, especially disabled, racialised and/or working class young people.
- Understanding and analysis of structural barriers to participating in environmental and social justice campaigning for marginalised groups.
- Understanding and experience of creatively developing campaign strategies particular focus on social justice.
- Understanding and experience of organising trips and/or events that bring people together, building connections and relationships between participants.
- Understanding and experience of working with groups of people aged 16-24.
- Evidence of further and continuing relevant study and education, with a commitment to critical reflection and the development of practice.
- Ability to organise yourself and others to work effectively under pressure and in an unstructured environment.
- Ability to manage priorities between project work streams.
- Ability to communicate well verbally and in writing.
- Ability to work independently to an agreed brief.

Desirable:

- Experience of delivering work and reporting under a large grant-funded programme or working under equivalent requirements.
- Relevant professional qualification (particularly community organising or youth work).
- Welsh language sufficient to converse with Welsh speakers and deliver sessions in Welsh.
- Successful track record of organising specifically with 16–24-year-olds.

- Experience of working well within a remote team, and of being remotely line managed.
- Knowledge of relevant safeguarding legislation and practice.
- Experience of working with neurodivergent and/or learning disabled 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 others 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.

Date approved	September 2015
Date reviewed	April 2025

Friends of the Earth staff are not permitted to hold office for political parties or stand as candidates for political parties. Staff should also seek permission from the Senior Management Team if they wish to hold a non-public facing official role in a political party. If this is an issue, please do raise this with us as soon as possible.

This job description is current as at the date shown above. In consultation with the post-holder it is liable to variation by the Director to reflect or anticipate changes, in, or to, the post and the organisation.

The job description gives an overview of the main responsibilities of the role. The day to day role will also involve any other duties and responsibilities, express and implied, which arise from the nature and character of the post.