



**THE RESILIENCE
PROJECT**

CEO RECRUITMENT PACK

Application deadline: 9th March 2025, 11:59pm



Two-words:

LIFE CHANGING

The Resilience Project has touched every aspect of my life: personal aspirations, friendships to the professional trajectory I take... The six months since finding the Resilience Project has felt like learning a better reality.

-Adam, 2021, TRP Programme Participant



ABOUT US

The Resilience Project (TRP) is fortifying a generation of climate leaders. Our organisation builds emotional, psychological and campaign resilience in people taking action for the climate. Our aim is to resource four groups: youth, educational institutes, socially-minded organisations, and philanthropists to become effective and resilient climate changemakers for a sustainable future. Currently offering services to a majority youth audience, we will be seeking a candidate who can help us expand services to the three other groups.

Bringing our insights from our tried and tested Climate Activation Framework, we offer programmes and consulting ranging from one-day workshops to multi-year support for youth needing support and resilience training. Organisations we have worked with include LEGO, Who Gives a Crap, the Climate Psychology Alliance, Natural History Museum, Stanford University, and Imperial College London.

With climate anxiety at an all-time high and only set to grow, we create the spaces and communities which enable young climate changemakers to find their resilience, their people and their power.

MISSION

to transform the lives of those transforming the world, equipping changemakers with the resilient skills required to navigate a changing climate.

VISION

a resilient changemaking culture, where kinship and compassion are embedded within the fabric of changemaking communities.

VALUES

community, inclusivity, co-design, joy and courage

OUR SERVICES



SKILLS TRAINING

We offer training around resilience, burnout and eco-anxiety for the youth campaigner on the front lines, those leading on their university campus, and the young leader making waves in their local community. Through community events and our Fellowship Programme, we offer peer-support and skills training, developing leadership skills over a longer period of time.



INTERGENERATIONAL MENTORING

Trust has been broken between generations in the climate sector. We bring climate leaders across the age spectrum together through mentoring to re-build that trust and provide an extra layer of support during our Fellowship programme.



PEER-SUPPORT COMMUNITIES

Our work prioritises 'depth' over breadth. At the heart of what we do is build, establish and support the maintenance of community-led peer-support groups, termed Resilience Circles.

OUR IMPACT

1,560

Young people engaged in our programmes in 2024.

100%

of 2022 participants agreed that their Circle equipped them to cope with climate anxiety and reduce burnout

320

Young people moved through our Activation Programme.

2,050

young people engaged in our online/in-person events.

1,586

impacted through corporate workshops

45,500 +

engaged through speaking opportunities.

24

circles established globally.

46

leaders trained.

OUR TEAM



KATIE HODGETTS

Founder



ABIGAIL DALEY

Chief Operations Officer



JUDAH NJOROGЕ

Youth Programmes Lead - East Africa



RONKE AYOOLA

Youth Programmes Lead - UK



ROBERTA HOLLIS

Marketing & Communications Lead



MEIYUN SELEYI

Finance & Funding Lead



MATT SOWERBY

Programmes & Community Officer



JADE JOHNSON

Graphic & Motion Designer

THE ROLE

Job title	CEO
Salary	£41,000 (£51,250 FTE)
Hours of work	4 days a week 9:00 - 17:30 UK time with 1-hour lunch
Location	Remote, with quarterly in-person work retreats in Europe, and in-person speaking engagements
Start date	September 2025, or earlier pending notice

An extraordinary opportunity has come up to lead The Resilience Project's next phase of growth. From start-up to scale-up, TRP is now looking for a dynamic leader to develop our offerings and oversee our international operations. The CEO will provide strategic leadership and direction to The Resilience Project, ensuring the organisation achieves its mission and strategic goals. This role is a unique blend of internally and externally focused responsibilities. For the latter, working alongside our Founder, you will act as the face of the organisation, building partnerships, securing funding, and ensuring that our programs continue to deliver exceptional impact. For the former, working alongside our COO, you will oversee the financial health of the organisation, iterate scaling infrastructure strategy and foster a culture of inclusion, innovation, joy and collaboration.

Additional Perks

- The Resilience Project operates a 4-day working week.
- Strong culture of personal development and pastoral support with the provision of mental health days, weekly Unwind Sessions and a monthly Pastoral Session.
- Networking with leaders in the climate, social enterprise and academic sectors.
- Strong culture of work driven by peer-support and colleague celebration.

ARE YOU...?



A strategic thinker with a proven track record in leadership roles within the non-profit, social enterprise, or environmental sectors.



Experienced in organisational management and team leadership, with a collaborative and empowering approach.



Passionate about climate justice, youth empowerment, and addressing inner development and mental health challenges.



Skilled in fundraising and financial management, with the ability to secure and diversify income streams.



An excellent communicator, able to inspire and influence a diverse range of stakeholders.



Committed to the values of inclusion, care, joy, courage, co-design, and community.

RESPONSIBILITIES

- **Strategic Leadership:** Focus on scaling and strengthening The Resilience Project, particularly developing alternative revenue generating pathways, key partnerships and long-term sustainable funding mechanisms. From this, develop and implement a long-term strategy that aligns with the organisation's mission, vision, and values. Lead the organisation in responding to emerging challenges and opportunities in climate justice, youth mental health, and resilience-building. Embody and model our values of courage, care, co-design, community, joy and inclusivity.
- **Organisational Development:** Build and nurture a high-performing team of international staff and volunteers. Foster a collaborative, inclusive, and empowering organisational culture. Work closely with the Senior Board to ensure effective governance and accountability.
- **Financial Management:** Working with the Finance and Fundraising Lead, develop and oversee budgets, ensuring financial sustainability and smooth cashflow. Diversify income streams through grants, partnerships, donations, and other revenue opportunities. Lead in the development and creation of additional revenue opportunities.
- **Programme Oversight:** Working with the Programmes Office, ensure the continued delivery and development of impactful initiatives such as the Resilience Fellowship Programme, community Programmes and workshops. Monitor and evaluate programme impact to ensure quality, effectiveness and relevance to the youth climate justice movement. Oversee our international expansion, leading on risk assessment and ensuring any development promotes sensitivity, inclusion, co-design and resilience.
- **Partnerships and Advocacy:** Build and maintain strong relationships with key stakeholders, including funders, partners, and youth organisations. Act as an ambassador for The Resilience Project, advocating for youth empowerment and climate resilience on national and international platforms.
- **Communications and Fundraising:** Oversee the organisation's communications and marketing strategy to enhance visibility and engagement. Lead fundraising efforts to secure the resources necessary to achieve the organisation's goals.
- **Line Management:** Act as line manager to Finance and Fundraising Lead, and Marketing and Communications Lead, overseeing workflow and monthly wellbeing check-ins.

ABOUT YOU

ESSENTIAL

- Proven experience in senior leadership roles within the non-profit, social enterprise, or environmental sectors.
- A strong track record of strategic planning, organisational management and team leadership.
- Exceptional communication and interpersonal skills, with the ability to inspire and influence diverse audiences.
- Experience in fundraising, financial management, and building sustainable income streams.
- A deep understanding of the youth climate justice movement, youth empowerment, and mental health challenges.
- Experience working with youth-led organisations or movements.
- Commitment to the values of inclusion, co-design, community, care, joy, courage and social justice.

DESIRABLE

- Knowledge of the global funding and philanthropy landscape, particularly in the environmental or mental health sectors.
- Understanding of the intersectionality of change work, and how to lead the organisation's services in a proactive manner that supports and empowers different demographics
- Experience of developing and implementing revenue generation beyond grants.
- Experience in scaling a non-profit or social enterprise internationally.
- Familiarity with monitoring and evaluation frameworks for non-profits.
- Working knowledge of platforms such as Asana, Typeform, Airtable, and Google workspace.

APPLY

Please complete the online application form to apply.

The application documents that will be requested of you are an up-to-date CV and cover letter alongside some monitoring questions. These questions along with space to upload your CV and cover letter are included in the following application form:

[**Apply Here**](#)

The deadline for applications is Sunday 9 March 2025 at midnight.

Shortlisted candidates will be notified by email and invited to interview by 27 March. First and second interviews will be held online between 22 April and 8 May, followed by a meeting of our team the week of 12 May.

Pre-employment checks

Please be aware that this role requires two satisfactory work references, including one from your current or most recent employer. All applicants must have the right to work in their country of residence. We are not currently able to offer visa sponsorship.



QUESTIONS



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www.theresilienceproject.org.uk