



## Fossil Free Campaigns Manager

### About the role

For the past five years, Platform's fossil free work has focused on the coordination of the activist network UK Divest, with the aim to disrupt the financing of the fossil fuel industry through local government pension schemes. In the past two years, the remit of our work has expanded, to include new campaigns focused on exposing and disrupting fossil fuel industry sportswashing and the lobbying of Parliament. Now, with new campaigning underway on new targets in the pension sector, we are re-organising and growing our team to resource this exciting work.

Working alongside three Fossil Free Campaigners at Platform - and partners at Friends of the Earth Scotland - you will build on the strengths and learnings of past years to lead the strategic development of this important programme of work, incorporating [UK Divest](#), [Fossil Free Parliament](#), [fossil free sports work](#), and new pensions work.

Our fossil free campaign is also inextricably tied to other movements for social justice. We are specifically seeking someone to develop the international solidarity potential of this work, understanding how fossil fuels are intertwined with the defence industry, colonialism, and global extraction more broadly. We want to target investment in and political support for fossil fuel companies because we believe it is intricately linked to broader global justice, such as the UK Government's role in supporting destructive energy projects worldwide. The best divestment and anti-fossil fuel campaigning has been, and your future work will be, informed by and responsive to the BDS movement, the Global Energy Embargo for Palestine and anti-apartheid and arms trade work.

As a permanent member of Platform staff, you will also participate in the collective decision-making and running of Platform as an organisation, as well as having fundraising responsibilities alongside your project work. You can find more information about Platform below.

### Details

**Hours:** 4 days (32 hours per week based on a 40 hour week).

**Contract:** Permanent contract, subject to 6 months' probationary period.

**Salary:** Baseline salary is £42,248 pro rata (£33,791 at 4 days a week) and is subject to Platform's Socially Just Waging System.

**Location:** Oxford House, Derbyshire Street, London E2 6HG. Many Platform staff members choose to work primarily from home: flexible remote working can be negotiated to suit circumstances.

**Responsible to:** Management Group and Trustees

## About Platform

Extractive energy, food and financial systems are driving climate breakdown, the defining issue of our time. At Platform, we're tackling this by exposing who owns and controls these systems, mobilising impacted communities and envisioning sustainable and socially just alternatives. Drawing on Platform's unique 40-year history, our team of campaigners, researchers and artists are working across the UK to transform the political, cultural and social conditions in which polluting industries operate.

Our work focuses on:

**Community:** Building support for systems of public ownership and democratic control.

**Energy:** Emboldening impacted communities and workers to lead a just transition.

**Power:** Interrupting the flow of money, power and political influence to fossil fuel companies.

**Culture:** Harnessing the power of arts and sports to build solidarity, imagine alternatives to injustice and inspire social transformation.

**Liberation:** Centring compassion, care and liberation in our work and workplace.

### How we work:

- **Trustees:** As a charity we have a board of Trustees who are supportive and legally responsible for the organisation. One campaigner presents their current work at each quarterly trustee meeting.
- **Management group:** We manage Platform through a rotating subgroup of staff who have oversight of the running of the organisation to ensure that HR, finance, fundraising and strategy are carried out properly.
- **Collective management & flat structure:** We use a mix of consensus and consent-based decision making to make collective decisions at Platform. We are currently embedding a restructure at Platform, with the aim of better integrating our campaigns and working more effectively. Our new team structure uses principles of sociocracy. The Fossil Free

Campaigns Manager will work primarily within our Organising and Advocacy circles, supported by our Organising Lead. This is a new role within a pre-existing team, so the successful candidate will be able to learn from staff currently coordinating our Fossil Free programme.

- **Campaigns:** Campaigns within the Fossil Free programme include UK Divest, Fossil Free Parliament, Fossil Free Football. Find out about our other projects [here](#).
- **Resourcing:** Our team will be supported by two new incoming staff:
  - Finance and Fundraising Development Lead
  - People and Process Lead

Please note, we are currently going through a restructure process so our structure will look a little different in the next six months.

## What we are looking for

You are an experienced campaigner and organiser, with experience in inter/national campaigns, and a track record of developing impactful strategies with strong theories of change. You thrive on movement building and supporting networks of activists to do their best work. You have strong connections in climate and social justice movements at large. You understand how change happens, and are experienced in practical approaches that secure small but consistent wins.

You understand how political institutions work, particularly local councils and/or UK and Scottish Parliament. You may have experience in insider advocacy, and have worked with policymakers to make change happen. Ideally, you also have a working understanding of how financial institutions such as pension schemes support the fossil fuel industry.

You are deeply motivated by Platform's visions and values, and feel enthusiastic at the prospect of operating within a flat-structured organisation. You have a strong understanding of climate justice in relation to a wider context of capitalism and white supremacy.

You are interested in creative campaigning that makes use of arts and culture, and have a strong track record of developing trusting relationships. You have experience engaging with press media in a strategic way.

You enjoy working in a team, take pride in and responsibility for your work, and believe in collaborative, consensus based decision-making.

## Responsibilities

### Campaign strategy

- Working with the three other Fossil Free Campaigners, lead the strategic development of Platform's Fossil Free campaigns.
- Strategise and build Platform's new campaigns on pensions.
- Strategic oversight of potential connections and collaborations with broader divestment movements, such as BDS.

### Project management

- Use digital tools to support collaboration and track progress against milestones
- Use agreed budgeting and expense procedures
- Facilitate project meetings and contribute to facilitation of team meetings

### Political advocacy, awareness & analysis

- Maintain and develop our network of MPs, MP staffers, local councillors and trade union representatives.
- Develop and deliver events and communications to engage our political networks.
- Understand the political calendar, identify campaign opportunities and adapt strategies to changing campaign environments.

### Cross-movement campaign building & coalition building

- Build and coordinate coalitions to advocate for the demands of Platform's fossil free campaigns.
- Maintain and build strong, trusting, respectful relationships with organisers across the Fossil Free network.
- Build cross-movement connections in line with Platform's values and principles, with particular focus on decolonial and international solidarity.

### Campaigns communications (in collaboration with our Communications Manager)

- Create and deliver a strategic approach to press engagement, including acting as a media spokesperson where appropriate.
- Create and collaborate on creative ideas for campaign communications.

### Collaboratively running Platform

- Participating in collective and consensus decision making processes related to organisational strategy and day to day operations.
- Participating in fundraising and budgeting at project and organisational levels.

## Person specification

We expect the applicant to meet most of the essentials listed here, and some of the desirable. (But nobody meets everything!). A university degree is not a requirement. Experience can be in a paid or unpaid context.

### Essential experience and skills

1. Strong track record of developing and delivering successful campaign strategy.
2. Demonstrable project management skills, including setting milestones and progress tracking.
3. Demonstrable skills and experience of movement building, including establishing campaign bases and targets.
4. Understanding of the power of fossil fuel companies - including their investment, cultural and political power - and of ways to dismantle it.
5. Ability to situate campaigns in an international context, and make connections with campaigns internationally, particularly in the Global South.
6. Strong knowledge of and interest in building relationships with politicians and influencing decision-makers at local and national levels.
7. Experience of collaborative team working as well as autonomous, independent working including clear communications and ability to prioritise and adapt.
8. Commitment to Platform's values and principles of climate, social, decolonial justice, economic systems change and international solidarity.
9. Ability and keen interest to contribute to shaping Platform's overall strategy and theory of change as a long term member of the organisation.

### Desirable experience and skills

1. Experience in fundraising, grant writing and reporting.
2. Direct experience of working with local councillors and/or MPs to advocate for policy change.
3. Understanding of economic systems and ability to communicate about them in accessible ways.
4. Skilled at identifying media hooks for campaigns, and developing clear, engaging communications.
5. Experience of collectively running a group, and/or working and/or organising within a collective management structure and/or a flat or non-hierarchical structure.
6. Outstanding team working skills, including openness to feedback and willingness to engage with conflict when necessary and with care.

## How to apply

### Application Deadline

Please submit your application by 5pm on **Tuesday 16 July**. The first round of interviews will be held on **Tuesday 23 July and Wednesday 24 July**.

Please send us:

1. Your CV
2. A 2 page max Supporting Statement. Please include:
  - o How you meet the Person Specification.  
Please use the Essential experience and skills, and the Desirable bullet point list, as a template and give specific examples of how you meet any of the criteria. Examples can be from paid or unpaid experience. We do not expect anyone to meet every single criterion.
  - o Why you want this job
  - o Why you would like to join Platform
  - o Where you saw the job advertised

3. A filled out [Equal Opportunities](#) form. These are used for our own monitoring purposes so we can improve our recruitment process to make it more accessible and inclusive. The information will not be used for selection purposes except for the positive action described below.

**Email your application to [recruitment@platformlondon.org](mailto:recruitment@platformlondon.org) by 5pm on Tuesday 16 July. Please use the subject heading: 'Application for Fossil Free Campaigns Manager'**

Due to limited capacity we are unfortunately unable to reply to applicants who have not been invited for an interview.

### Equal opportunities / Decolonising our work

Platform strives to apply equal opportunities principles both in its recruitment and in its work. The successful candidate will be selected purely on the basis of how well they fit the person specification, as judged by their application materials and their interview performance.

We would particularly like to encourage applications from people of colour / black or brown people, who are currently underrepresented in Platform. Where two or more candidates are judged to be of equal merit, priority may be given to a global majority candidate from a background less well represented at Platform.

Due to the ridiculous and racist border restrictions in the UK, Platform is unfortunately unable to arrange work permits for applicants without UK leave to remain.

**Let us know if there are any reasonable adjustments you'd like us to make in the application and interview process in view of a disability or health issue.**

**If you would like to discuss the role or the application process informally, contact us on [recruitment@platformlondon.org](mailto:recruitment@platformlondon.org) (you can ask us to ring you!).** If you're unsure about something in the person specs, please do get in touch!

## **Terms & conditions**

### **Salary:**

Your salary will be determined by Platform's ground-breaking Social Justice Waging System, based on a baseline salary of £42,248 pro rata (£33,791 at 4 days a week).

Under this radical scheme, not only are all staff subject to the same salary levels (regardless of position in the organisation), the levels are adjusted according to need. For example, there are extra salary increases available to those with children or dependents. We believe this system constitutes a major step forward in providing equal opportunities.

Details of the system (including principles, rationale and mechanisms) are available [here](#).

Platform has an extensive staff policy handbook with terms and conditions that go above and beyond statutory requirements, including extensive leave and increased pension contributions. Candidates selected for interview are welcome to enquire about particular policies.