

Job Outline - Climate Resilience Manager/Senior Climate Resilience Manager x 2

- POST:** Climate Resilience Manager/ Senior Climate Resilience Manager
(dependent on experience)
- REPORTS TO:** Head of Climate Ready Leadership or Placemaking
- WORKING TIME:** Full time (35 hours) - flexible / part time working hours are available for discussion
- SALARY (FTE):** £34k - £47 k - p/t 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 Friday 23rd June 2023.
- 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 communities, organisations and places to flourish in a fair way in our changing climate. We are a catalyst, collaborating across sectors to support transformation towards a flourishing and fairer future for all.

We are at an exciting time in our development as an organisation, with a new strategy and a growing portfolio of projects. We are looking for new talent to join our team across several roles. Our work is structured across three areas:

- **Climate Ready Leadership:** empowering and equipping leaders from across society, to lead transformation toward a fair and flourishing future for all
- **Climate Ready Placemaking:** ensuring that more places across Scotland are better able to flourish in a fair way in our changing climate
- **Climate Ready Innovation:** working with others to learn by doing things differently and doing different things

These roles offer an exciting opportunity for experienced climate resilience professionals 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. This includes leading edge work on flood resilience policy and engagement.
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
- Specific tools and innovation to support climate resilience including flood resilience, 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.
- Partnership building and collaboration – including understanding of how to go deeper, examine structures, and provide a route-map for action
- Place-based and/or locally led adaptation and climate resilience, including through the lens of communities and local actors. To include practical insight into 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, major donors and 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

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

- An 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

Personal qualities and ways 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
- Commitment to equality, diversity, and inclusion

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.