

## Climate Sisters Coordinator (Scotland)

<b>Salary:</b>	£36,343 FTE, pro rata
<b>Contract:</b>	Permanent contract, part time (2 days a week)
<b>Location:</b>	Hybrid (Gilded Lily/Scottish Women's Budget Group) with local travel across Glasgow, Edinburgh and Central Belt Scotland, and occasional travel to our London office. Ability to work occasional evenings and weekends
<b>Reporting to:</b>	Climate Sisters Regional Programme Manager
<b>To apply:</b>	Please complete the application form and send to <a href="mailto:jobs@wen.org.uk">jobs@wen.org.uk</a>
<b>Deadline:</b>	<b>4th June, 5pm</b>
<b>Interviews:</b>	<b>First Interview (online): 19th June</b> <b>Second Interview (in person): 25th June (Glasgow location tbc)</b>

### About the role and Wen's Climate Sisters Programme

The Climate Sisters project aims to make systemic change by amplifying underrepresented marginalised and racialised women's voices in climate justice debates and in the transition to a low-carbon economy. This 5 year project aims to engage women from Glasgow, Edinburgh and Central Belt Scotland through a participatory climate leadership programme.

The project involves two phases. Phase One comprises a Feminist Climate Leadership programme series where groups of women collectively explore their priorities for climate justice at individual, local, regional, national and international levels. Phase Two involves participants developing creative projects to showcase the ideas and solutions from the combined cohort from the Phase One programme, working collaboratively with regular support sessions.

## Climate Sisters Coordinator (Scotland)

The aim of this programme is to amplify and centre the voices of the underrepresented and marginalised women specifically in the climate arena. The approach to this will be underpinned by values that challenge patriarchy, colonialism and white supremacy, ableism and uphold care, collectivity, collaboration and non-competitive sisterhood.

The Climate Sisters Coordinator will facilitate the delivery of a feminist climate leadership programme and a participatory, impactful and co-produced project, working closely with participants, community partners, wider networks and the Climate Sisters Programme Manager.

You will be part of a small team within Wen and will play a key role in ensuring the smooth delivery of the Climate Sisters programme and sharing learning and impact internally and with outside audiences. You will identify opportunities and gaps and take action to widen community engagement in the project. We are looking for someone highly organised and motivated, with a talent to inspire and motivate people.

Wen is committed to anti-racism and inclusive intersectional feminism which acknowledges how race, class, sexuality and disability intersect with gender in our day-to-day lives. Wen is open to all genders and is actively working towards being a trans inclusive organisation.

### Responsibilities

#### Planning and delivery

- Deliver the Climate Sisters Feminist Climate Leadership Programme (Phase One and Phase Two), working alongside the Climate Sisters Programme manager
- Ensure that the agreed project outcomes are delivered successfully and on time
- Nurture and inspire creative ideas that amplify and centre the voices of the participants
- Organise events to showcase the project, working collaboratively to co-produce these
- Facilitate positive, collaborative communication and teamwork across the programme and strengthen links with Wen's other areas of work and national campaigns
- Ensure that the project is developed and delivered in line with Wen's inclusive, intersectional and eco-feminist values

## Climate Sisters Coordinator (Scotland)

### Influencing and movement building

- Develop knowledge and expertise in key areas of feminist climate leadership and spot opportunities to link the programme into local and national policy arenas
- Actively participate in movement building locally and nationally, nurturing relationships with existing partners and building new ones. Share learning from the Climate Sisters programme

### Celebrating impact and sharing learning

- Support a communications plan for the Climate Sisters Programme including web content and social media posts working closely with Wen's Communications Team
- Prioritise using platforms to amplify racialised and marginalised women's voices, supporting inclusive and empowering narratives around women's climate leadership
- Support the implementation of monitoring and evaluation processes, gathering and processing a range of data, case studies and stories, working with participants and partners to share learning, improve the project and evidence impact
- Build the profile of the Climate Sisters Programme, identifying local, national and international platforms where project learnings can be shared, and representing Wen
- To undertake relevant administration relating to the project

### Building community engagement

- Build relationships with the project partners to ensure success of the programme throughout Phase One and Phase Two
- Support the Climate Sisters Network Movement and Steering Group enabling co-production in these spaces.
- Build engagement with existing and prospective partners

### Other tasks

You may be required to undertake other tasks relevant to the role or the wider organisation.

## **Climate Sisters Coordinator (Scotland)**

### **Person specification**

#### **Essential Experience and Knowledge**

- At least 2 years' experience in coordinating the delivery of a project or programme
- Experience of working in women's, environmental or community organisations or groups
- Experience of working on environmental, gender, racial and social justice issues with a proven intersectional feminist approach
- Experience of delivering training workshops to diverse audiences using participatory approaches
- Ability to communicate complex ideas and theories in simple and relatable terms
- Experience of co-producing events and developing and supporting creative projects
- Ability to recognise/ challenge dominant norms, awareness of yours and your organisation's positionality
- Self-motivated and able to work proactively, independently and flexibly
- Ability to build effective collaborative relationships with a diverse range of groups and individuals and connect with existing networks

#### **Desirable**

- Experience of living or working in Glasgow, Edinburgh or from across the central belt of Scotland, knowledge of its geography, heritage, residents and local policy landscape with the ability to speak an additional community language
- Understanding of visible and invisible power dynamics and ability to hold space in an inclusive, welcoming and non-hierarchical way

## Climate Sisters Coordinator (Scotland)

### ABOUT THE RECRUITMENT PROCESS

We particularly encourage applications from People of Colour/ People of the Global Majority, LGBTQI+ people, people with disabilities, and those who identify as working-class/ from low-income backgrounds or who have done so in the past. This is because these groups are currently underrepresented in the environmental sector. Where two or more candidates are judged to be of equal merit, priority may be given to a candidate who belongs to a group less represented at Wen.

To apply for this role please fill in the application form and the equal opportunities form. Please ensure your application clearly demonstrates how you fulfil the person specification, as Wen assesses applications based on this.

Let us know if there are any reasonable adjustments you'd like us to make in the application and interview process because of a disability or health issue. If you have any questions about the role or the application process, please email [jobs@wen.org.uk](mailto:jobs@wen.org.uk) We are happy to talk about the role with you in more detail, and having questions now will not count against you in the interview.

The successful candidate will be required to comply with Wen's safeguarding policies and any appointment will be subject to satisfactory DBS checks and references.

Find out more about Wen on our website and social media:

- **Online:** [www.wen.org.uk](http://www.wen.org.uk)
- **Instagram:** [@Wen\\_UK](https://www.instagram.com/Wen_UK)
- **X:** [@Wen\\_UK](https://www.x.com/Wen_UK)
- **Facebook:** [www.facebook.com/WEN.UK1988](https://www.facebook.com/WEN.UK1988)