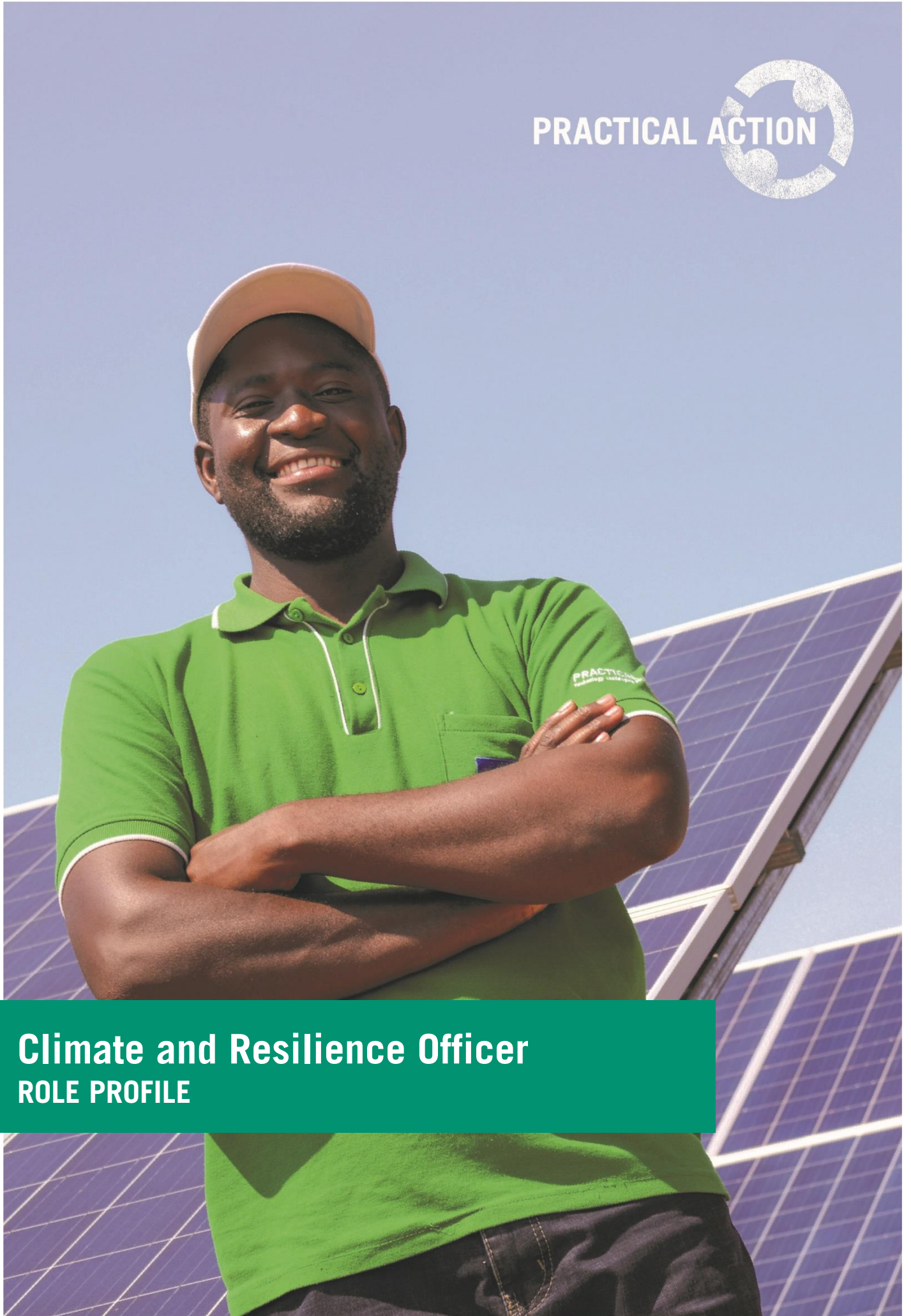


PRACTICAL ACTION



Climate and Resilience Officer
ROLE PROFILE



ABOUT US

Practical Action is an amazing, unconventional organisation. We put ingenious ideas to work so people in poverty can change their world.

We do things differently, so answers that start small can grow big – bringing people together in bold collaborations, combining knowledge and innovation to help shape a world that works better for everyone.

We're problem-solvers, creating the conditions for lasting change. Working hand in hand with individuals, local communities and partners to tackle the root causes of poverty.

We're knowledge sharers, getting fresh answers and practical resources into the hands of people who need them most. We inspire change-makers at every level through specialist publishing, education and grass roots knowledge.

We're expert advisers, providing professional development advice from a people's perspective. Working from the ground up, we influence change by providing commercial consulting and policy advice on what works to partners, businesses and governments.

It adds up to work that works, knowledge that inspires and expertise for impact.

In every case we put people and planet at the heart of what we do. We believe in the power of small to change the big picture. And together we can take practical action to build futures free from poverty.

OUR CHANGE AMBITIONS

We help people find solutions to some of the world's toughest problems, made worse by catastrophic climate change and persistent gender inequality. Our change ambitions are to:

- Make agriculture work better for smallholder farmers, many of them women, so they can adapt to climate change and achieve a good standard of living.
- Help more people harness the transformational effects of clean affordable energy and reduce avoidable deaths caused by smoke from indoor stoves and fires.
- Make cities in poorer countries cleaner, healthier places to live and work.
- Build disaster resilience into the lives of people threatened by hazards – reducing the risk of hazards and minimising their impact on lives and livelihoods.

HOW WE WORK

We work on holistic solutions that change systems and have a framework to help us achieve our aims:

- Analyse the root causes of poverty and vulnerability
- Define the change at scale we need to make
- Develop activities along three complementary paths: *Demonstrate, Learn and Inspire*.
 - Demonstrate that our solutions are sustainable in the real world
 - Learn by capturing evidence and adapting our approach
 - Inspire wider support to multiply our impact

OUR ORGANISATION

Our organisation

Practical Action is an unconventional, multi-disciplinary change-making organisation

- A highly innovative community development charity operating in Africa, Asia and Latin America. **Practical Action** community projects use ingenious ideas to design, test, refine and prove new ways to overcome poverty and disadvantage and then 'open-source' knowledge of what works so that it can be implemented at a greater scale by others.
- A world-class consulting operation that helps socially responsible business, government policy makers and other development organisations. This draws on learnings from our own development work as well as the combined brainpower of a roster of over 2,000 expert consultants. **Practical Action Consulting** helps to extend the reach of our influence by providing the best advice to others, whose work can make a bigger difference.
- A well respected specialist development publisher. **Practical Action Publishing** brings together development practitioners, researchers and thought leaders to create publications that stimulate discussion, strengthen peoples' capabilities and inspire sustainable change.

JOB DESCRIPTION AND PERSON SPECIFICATION

Title	Climate and Resilience Officer
Reporting to	Senior Policy and Practice Advisor Climate and Resilience
Direct reports	None
Financial scope	None
Location	Rugby, UK, with flexible working options
Duration	Full time, permanent
Grade	C £27,000 – £30,000 depending on experience

BACKGROUND

Practical Action is a development organisation, working to alleviate poverty. Increasingly, in developing countries, climate change is creating and keeping people in poverty. The 2018 IPCC Special Report on Global Warming warned that we are already seeing the consequences of 1°C of global warming through more extreme weather, rising sea levels and diminishing Arctic sea ice, among other changes.

The people most affected by these climate changes include men and women living in poverty who we work with. This is a deep and double injustice: their poverty means that they are the most affected by global warming despite having contributed least to it. Persistent gender inequalities around the world mean that women are particularly vulnerable to the effects of climate change and are often less able to adapt appropriately.

As part of our climate and resilience work we seek to shape key national and global climate debates so that funding allocated for adaptation, mitigation and loss and damage creates an enabling environment that promotes resilience.

Climate technologies enable poor people and communities to adapt to, mitigate or reduce loss and damage from climate change. Whilst technologies alone are not sufficient, the right technology choices can lead to better, bigger and faster climate action, and help communities, governments and businesses to:

- limit further climate change
- act to mitigate or adapt to existing climate changes
- transition to new places or types of work when adaptation is no longer an option

The work of Practical Action seeks to identify the right technologies as part of larger systemic changes that are required.

PURPOSE, SCOPE AND RELATIONSHIPS

Purpose

Support the development of a strong evidence base on climate technologies that deliver for the poorest and most marginalised communities. Support internal planning and coordinate external engagement across Practical Action offices in national and global climate debates and processes.

Scope

Contributing to our Climate and Resilience Change Ambition the role will demonstrate how climate technologies can help adapt, mitigate and reduce the loss and damage for the poorest and most vulnerable, building livelihoods and resilience from the bottom up. Working across all four change ambitions the role will lead the development of a strong evidence base that addresses how to scale up climate technologies that meet the needs of the poorest and most vulnerable populations. This evidence will inform key national, regional and global climate processes.

The role is strongly internally focussed to strengthen our external influencing agenda. It will work seamlessly across offices and sectoral remits and help coordinate and align our work.

Success in this post will mean that Practical Action is continually producing evidence relevant to our change ambition areas and has clear and coordinated plans to achieve our influencing targets.

Key Working Relationships

The post holder will work closely with all four Senior Policy and Practice Advisors based in the Policy and Practice Team in their roles as co-chairs of change hubs as well as with thematic leads in Regional and Country offices.

Each change ambition is led by a group of thematic leads from across offices, these groups are called change hubs. The post holder will be a member of the climate and resilience change hub and will work very closely with the Regional Climate Technology and Resilience Advocacy Officer. The role will work closely with the Knowledge and Learning Officer in ensuring that climate technology learning needs are built into change hub plans. The post holder will work with colleagues from Practical Action Publishing on producing external facing knowledge products and with colleagues from the Communications team.

The post holder will also have the opportunity to engage with partners and advocacy targets externally.

JOB FUNCTIONS AND ACCOUNTABILITIES

Internal coordination and planning of climate technology work across change ambitions

- Lead the climate technology policy sub-hub, shaping and implementing its work plan
- Work closely with all four change hubs, such as through strategic business planning processes, to develop and strengthen our understanding, framing and focus on climate and climate technologies.

Evidence gathering on climate technologies

- Work across change hubs and with key staff from Regional and Country Offices (RCOs) and Policy and Practice to identify and prioritise climate technologies that we want to develop robust business cases for
- Lead gathering of evidence: providing guidance to colleagues and lead on selected business case development through desk research, analysis and where needed in country evidence gathering
- Ensure external knowledge on adaptation, mitigation and loss and damage technologies are informing our own learning and knowledge generation

- Explore partnering with other NGOs, civil society organisations, UN agencies and/or academic partners to produce evidence
- Coordinate publication processes with internal stakeholders
- Develop plans and ensure effective dissemination of learning and evidence internally and externally
- Support Monitoring, Evaluation and Learning activities such as thematic reflection on climate technologies and contribute to annual analysis
- With change hubs/policy advisors, keep abreast of and share emerging adaptation technologies from within and outside of the organisation

Support development of influencing strategies on climate technologies

- Work with RCO thematic leads (DRR/Climate and Resilience, Energy, Agriculture and Urban) to identify national level climate engagement priorities, and design, budget and support delivery of relevant work
- Work with the senior policy and practice advisors to review negotiating texts and positions
- Contribute to Practical Action's key messaging in the run up to major events
- Coordinate relevant global, regional and national level external engagement to ensure representation such as at Conference of Parties, Community Based Adaptation, Technology Executive Committee, Warsaw International Mechanisms Executive Committee, etc and support RCO staff engagement
- Remain up to date on global climate negotiations and analyse linkages with other key global agreements (Sendai and SDGs) to support our influencing agenda
- Help prepare for, participate in and network at external events
- Write content for and engage in social media activities in relation to climate technologies

Other

- Contribute to the Policy and Practice team's overall planning, communication activities, effectiveness and team-working
- Lead internal learning, sharing and communication related to climate technology

PERSON PROFILE

To be successful in the role, the ideal candidate will be able to demonstrate the following experience, knowledge and skills:

Essential requirements:

- Masters or equivalent professional experience
- Knowledge of climate change impacts in developing countries, and a strong understanding of climate adaptation
- Excellent written and oral communication skills
- Excellent analytical skills
- Experience of working in international development
- Strong planning, organisation, time management and prioritisation skills
- Ability of working in a complex, multicultural environment
- Excellent team worker

- Proficient in the use of Microsoft Word, Excel and PowerPoint
- Ability to travel for up to 4 weeks per annum
- Fluency in English required

Desirable requirements:

- An understanding of gender in development
- Experience working in an advocacy or policy context
- Fluency in Spanish desirable

BEHAVIOURS & MOTIVATIONS

The post holder will require an excellent level of competencies in the following Practical Action behaviours:

- Connects and collaborates
 - An excellent collaborator that is accessible, reliable and trusted to add value to others work
 - Proactively able to create momentum and opportunities to connect
- Is creative
 - A questioning attitude; actively interested in what's going on and always looking for better ways of doing things
 - Able to analyse and understand information quickly, apply insights and knowledge in a structured way and propose practical solutions
- Inspires
 - Is able to understand needs in a given situation, applies and explains sound judgement and analysis whilst demonstrating behavioural integrity
- Gets the job done
 - Accepts responsibility and has the drive to follow through on agreed objectives; plans
 - Prioritises and monitors own performance for delivery
 - Adaptable and able to follow instruction when requested
- Dynamic
 - Proactive and adaptable – seeks new opportunities

Practical Behaviours

Our people are expected to demonstrate the following behaviours:



These are the behaviours that we want staff to model and demonstrate. They represent the values and principles we aspire to. We want our beneficiaries, partners and donors to see these values and behaviours in action whenever and wherever they work with us.

HOW TO APPLY

If you want to work for a charity with significant people ambitions then we would like to hear from you. To apply go to [Practicalaction.org/jobs](https://practicalaction.org/jobs) and follow the links to submit a copy of your CV and a supporting statement that describes your suitability by Friday 24th May 2019.

KEY BENEFITS

Inspiring people is central to Practical Action's mission. This starts with our own staff. Through talented and committed staff we will effectively deliver practical answers to our beneficiaries and influence others to build on our philosophy to deliver practical answers to poverty.

Hours

Flexible working hours and opportunities for remote working are encouraged and enabled.

Annual leave

Annual holiday entitlement is 25 days and Christmas Eve in addition to public holidays.

Pension scheme

Practical Action operates a unit-linked Stakeholder pension from AEGON. New employees join the scheme from day one of employment. The employer contributes 10.5% of salary and the employee contributes 5%.

Bike to Work scheme

Practical Action participates in the Bike to Work scheme. This is a government sponsored initiative designed to encourage bicycle usage as part of their Green Transport Plan. The scheme offers employees a tax advantage that means the cost of buying a bicycle is reduced by 30 to 45%.