

Job Description

Job title: Just Transition campaigner (parental leave cover)

Job purpose: To campaign for a just transition for oil and gas workers and a managed phaseout of oil and gas drilling, by working with climate movements, relevant trade unions, and parliamentarians.

Hours: 24 hours per week (3 days based on a 40 hour week), flexible by arrangement.

Contract: Fixed term for 12 months. Start date by 1 December 2019.

Salary: £33,000 pa, *pro rata* adjusted according to need, in line with Platform's Social Justice Waging System. See Terms & Conditions, below.

Location: Based in our London office. Some remote working can be arranged by agreement with the line manager but the post holder is expected to be present in the office at least 2 days a week including Mondays.

Responsible to: Management Group and Trustees

Platform

Platform brings together human rights campaigners, educators, environmentalists, artists and community activists. This vital mix enables us to create innovative projects driven by the need for social and ecological justice. Our methods are interdisciplinary, combining the power of art with the tangible goals of campaigning, the rigour of in-depth research with the vision to promote an alternative future. For more details, please see the 'background' section below.

The campaign

With climate emergency declarations and the growth of climate movements, we have an opportunity to move away from oil and gas drilling in the UK. Only a managed phase-out of oil and gas, starting now, can be fair to the workers and communities who depend on North Sea oil extraction. By engaging politicians from across parties, environmental movements, and trade unions, our campaign aims to redirect government support from fossil fuels to clean energy, ensure enough good, unionised jobs are created in the clean economy and a just transition for existing fossil fuel workers.

The campaign builds on [Sea Change](#) - the first study to show exactly how incompatible the UK's North Sea oil and gas drilling plans are with climate limits. In it, we examined pathways to replacing oil industry employment with jobs in compatible clean industries, in line with climate limits. This report is co-published with Oil Change International and Friends of the Earth Scotland, and has been covered by the [BBC](#), [Times](#), [Herald](#), and [Daily Mail \(syndicated\)](#) and the [National \(syndicated\)](#).

Responsibilities

Working with allied organisations, trade union officials and activists, and parliamentarians, the successful candidate will:

- Build support across political parties in Parliament for the campaign goals (by individually briefing MPs, working on Parliamentary Questions and providing targeted briefings)
- Run workshops and meetings with relevant trade unions, branches and TUCs
- Mobilise support among climate movements for green jobs & just transition campaigns
- Commission or provide additional research when needed
- Present the campaign at public events, meetings, roundtables
- Promote the campaign and relevant stories through Platform's website, social media, and co-ordinated online communications with allies
- Collaborate with allies on press work or online campaigning at key moments
- Produce or commission campaign materials (briefings, video stories, leaflets)
- Report to funders and partners, and collaborate with other Platform staff on ongoing fundraising
- Contribute to running the organisation as appropriate

Person Specifications

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

Essential experience or skills

- Sustained experience in campaigning (in a paid or unpaid context)
- Understanding of trade union organising or activism
- Understanding of working in parliamentary context
- Able to understand pieces of research and draw out practical takeaways
- Motivation to work towards climate justice, to democratise our energy system, and overcome oppression
- Computer literate with ability to use Excel or Google Sheets
- Able to motivate people in speaking and in writing
- Self-organised with strong time-management skills
- Commitment to collective working in a flat / non-hierarchical setting

'Desirable' experience or skills

(a reminder: we do not expect applicants to cover a majority of these)

- Sustained experience in either trade union organising or parliamentary context
- Advanced research skills or economic modelling skills
- Able to think strategically about how you make change happen
- Fundraising experience (e.g. through charitable trusts or individual donors; not sponsored events)
- Experience of generating media coverage

- Experience in online campaigning, social media (in a campaign context), Wordpress, and/or mass mailing
- Understanding of intersectional politics
- Interest in the arts and creative methods

Equal opportunities / Decolonising our work

Platform strives to apply equal opportunities principles both in its recruitment and in its work. We oppose all forms of unlawful or lawful discrimination on the grounds of colour, race, nationality, ethnic or national origin, gender, sexuality, marital status, religion, age or disability.

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 (as well as the non-profit sector as a whole). Where two or more candidates are judged to be of equal merit, priority may be given to a BME candidate who belongs to a less well represented group.

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

Let us know if there's 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 info@platformlondon.org (you can ask us to ring you back!). If you're unsure about something in the person specs, please do get in touch!

Further background on Platform:

Platform is a leading charity campaigning for social and environmental justice. Our methods are interdisciplinary, combining the power of art with the tangible goals of campaigning, the rigor of in-depth research with the vision to promote an alternative future.

The arts are a central part of Platform's work. This allows us to be consistently innovative and creative in our campaigns. Platform's cultural profile enables the work to reach a wide and diverse audience. Our unique blend of arts, environment, activism and education is also central to our diversified fundraising strategy. Our work is led by our values (you can read more in [our values statement](#)).

Our work delivers results. Working with Iraqi colleagues, we succeeded in stopping an oil law that would have given companies like BP and Shell long-term control over Iraq's oil, in spite of intense pressure from US and UK occupation forces. We were part of pushing the mayors of London and Manchester to set up public energy companies for the cities, supporting UNISON activists to pass a fossil fuel divestment policy nationally, pushing Tate to drop BP sponsorship, getting RBS to stop financing tar sands, and supporting social

movements from Uganda to Egypt to Scotland. We are internationally recognised for our analysis, ideas, methods and impacts.

Organisational structure:

Platform promotes shared leadership and collaboration and our structure reflects this. We value everybody's work equally and support each other to make ambitious projects possible. As a charity, ultimate responsibility for and control of the organisation lie with the Board of Trustees. However, the role of Executive Director role is carried out by a Management Group (MG). All permanent staff are invited to join the MG nine months after starting a role in Platform, subject to approval of MG members. The new campaigner will be line-managed by a member of the MG initially.

What other people say about us:

"Platform is about intelligent activism that draws people in." - Officer from a major UK funder.

"Mindopening ...I'm deeply inspired by the work you do and the platform you offer for young people to reflect collectively and artistically on the lived experience of our contemporary realities of multiple oppressions and silencing. "Structural change and personal transformation", one not without the other...thank you!" – Alex London, Voices that Shake! Showcase, 2016

"Your research was very influential in our decision to sell 100% of our fossil fuel exposure last year; this significant decision amounted to well over \$100 m of redemptions, capital being pulled out of that sector. All gone!" - Managing Director of a large investment fund.

"Platform has excelled and inspired as an organisation for justice for [Ken] SaroWiwa, human rights, wild places and the value of tireless campaigning against all odds. Well done thank you!" - Louise, (supporter) by email.

How to apply:

Application Deadline:

Please submit your application by 10.00am on Monday 14th of October. We are aiming to conduct interviews in the week starting 22 October.

Please send us:

1. **Your CV**
2. **A 2-3 side Supporting Statement. Please include:**
 - **How you meet the Person Specification. Please use the bullet point list above as a template and give specific examples of how you meet any of the criteria. We do not expect anyone to meet every single criterion.**
 - **Why you want this job**
 - **Why you would like to join Platform**
 - **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 info@platformlondon.org by 10.00am on 14 October. Please use the subject heading: 'Just Transition vacancy'.

We would particularly like to encourage applications from people of colour / black or brown people, who are currently underrepresented in Platform (as well as the non-profit sector as a whole). Where two or more candidates are judged to be of equal merit, priority may be given to a BME candidate who belongs to a less well represented group.

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

Terms & conditions

Salary:

Your salary will be determined by Platform's ground-breaking Social Justice Waging System, based on a core rate £33,000 per annum, pro rata. 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, those with substantial inherited savings are paid less than those without, and 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.

The details of the System are reviewed regularly, with all staff encouraged to participate in the review. Details of the System (including principles, rationale and mechanisms) are available on request from, info@platformlondon.org.

Hours of work: 24 hours (3 days) per week.

Contract: Fixed term for 12 months (subject to 3 months' probationary period).