HEAD OF JUST TRANSITIONS
TO THE GREEN ECONOMY

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SUMMARY

As the world transitions out of carbon-intensive industries and into green economies, IHRB’s new Just Transitions programme seeks to contribute to a wider understanding of how companies and industries can responsibly transition in ways that respect the rights of the workers and communities most affected. IHRB is recruiting a Programme Head to lead the development of our research, policy, communications, and pilot projects on these issues.

We are seeking a candidate with a deep understanding of how companies, governments and others can work together to ensure the voices, concerns, and rights of impacted individuals and communities feed directly into policymaking and action related to climate change at every level.

The international human rights framework is critical to achieving just transitions that safeguard the rights of affected workers and communities while achieving climate-driven industrial and business change. IHRB’s experience and track record to date demonstrates the value of collective action approaches to systemic challenges, and the purpose of this role is to catalyse a global community of practice to build evidence and action around the most effective approaches to achieving a net-zero future in a rights-based way.

If you have a strong track record of leadership and delivery of policy outputs via collaborative projects, underpinned by a sound communications strategy, then this is the role for you.
About IHRB

Founded in 2009 by Mary Robinson (the former President of Ireland and UN High Commissioner for Human Rights), IHRB is the leading international think tank on business and human rights. IHRB’s mission is to shape policy, advance practice, and strengthen accountability in order to make respect for human rights part of everyday business. Since its founding, IHRB has established a number of organisations and initiatives that are now free-standing, namely: The Myanmar Centre for Responsible Business (MCRB), Centro Regional de Empresas y Emprendimientos Responsables (CREER), the Corporate Human Rights Benchmark (CHRB), and the Centre for Sport and Human Rights (CSHR).

IHRB’s focus areas are diverse and reflect the most salient and emerging human rights issues facing business, including the contributions of migrant workers in global supply chains, better decision making across the built environment lifecycle, and raising standards and encouraging best practice throughout the shipping industry, amongst others.

IHRB’s Work to Date on Just Transitions

IHRB’s foundational report, Just Transitions for All: Business, Human Rights and Climate Action, sets out the benefits of an approach that considers all the salient rights of workers and communities affected by energy transitions, as well as communities facing the impacts of climate change. During 2020, IHRB developed the case for applying internationally recognised business and human rights frameworks (in particular the UN Guiding Principles on Business and Human Rights, alongside other frameworks) to a deeper understanding of what is required for industries to responsibly transition out of carbon-intensive practices and into new low-carbon industries.

IHRB has also been scoping the feasibility of applied pilots in key regions/contexts to demonstrate the value of taking a rights-based approach when transitioning out of high-carbon industries, into low-carbon sectors, and building resilience to the effects of climate change. Together with our partners, the proposed pilots look at the transition out of coal in Colombia, new energy sources and infrastructure in the Arctic, building coastal resilience and biodiversity in the Bay of Bengal, and the transition out of coal and into new commodities in Southern Africa.

In December 2020, IHRB also held its first virtual convening on the issue of financing the just transition, with a view to beginning our engagement with the environment, social, governance (ESG) finance community engaged on green economy issues. During 2021, our primary focus for continuing this work will target the international financial community in the lead up to COP 26 in Glasgow.
Working on geothermal in Kenya.
THE ROLE

- **Job Title:** Head of Just Transitions
- **Reporting to:** Chief Executive
- **Start date:** July 2021 (ideally)
- **Hours:** Full-time preferred (5 days, 37.5 hours per week) or part-time (4 days, 30 hours per week).
- **Location:** Remote/home-based, location globally flexible. Preference given to compatibility with European time zones. Candidates must already have permission to work in the country of their location.
- **Duration:** 12 months, renewable annually subject to funding and performance, with 3-month probationary period.
- **Pay:** £65,000-£80,000 per annum pro-rata, depending on experience. This post will have a contract or consultancy agreement subject to UK law depending on location. Equivalent consulting rate offered to non-UK based consultants. PAYE contracts can be offered to UK-based applicants.

Role Purpose

The Head of Just Transitions is IHRB’s first-ever role focused explicitly on the intersection of environment and human rights in relation to corporate impact. It is therefore fundamentally a programme-building role, responsible for:

- Defining the programme’s strategy and goals (2021-26) covering both policy-making and practice (governments, business and civil society), building on IHRB’s expertise around collective action approaches to key challenges.
- Securing funding for the programme with key strategic donors/partners.
- Building IHRB’s wider relationships within the emerging low-carbon economy, including with leading policymakers, companies, experts and ESG community.
- Developing IHRB’s communications strategy relating to human rights and the environment, in close partnership with IHRB’s Communications team.
Expected Outcomes After 12 Months

Within the first year, we anticipate that the Head of Just Transitions will have been able to:

- Establish a strategic plan (2021-26) for IHRB’s Just Transitions programme, including our global policy goals and pilots.
- With the support of IHRB’s Chief Executive (based in the UK) and other colleagues, establish a funding base for the Just Transitions programme (2021-26).
- Catalyse a global community of practice – with a broad range of low-carbon and environmentally sustainable industries, their supply chains, governments, civil society organisations, trade unions and other experts – engaged in building evidence and action around the most effective approaches to achieving a net-zero future in a rights-based way.
- Develop IHRB’s relationships with a range of green financing organisations, including private banks, national and multilateral development banks, and impact investors.

Key Responsibilities

Key responsibilities will include, but are not limited to:

- Managing IHRB’s Just Transitions programme, overseeing the budget, fundraising, and eventual management of staff (once the programme secures funding and expands).
- Developing strategy and collective action approaches involving strategic partners from within business, financial institutions, civil society, and trade unions, governments, and intergovernmental organisations.
- Coordinating IHRB’s work with organisations promoting the Green Economy, developing networks of low-carbon actors for IHRB generally, and in relation to all existing programmes to support the work of other programme leads (such as migrant workers, built environment, and oceans/shipping).
- Representing IHRB externally at meetings, speaking at conferences and on virtual platforms, as well as undertaking media interviews.
- Developing IHRB’s relationship with impact investors and funds that focus on climate transitions with strong social outcomes.
- Liaising with key partners including IHRB affiliates and other organisations, in the four planned pilot areas – Colombia, the Arctic, the Bay of Bengal, and in Southern Africa.
- Undertaking fundraising activities for IHRB and in particular for the Just Transitions programme.
- Developing and leading communications on Just Transitions in partnership with communications colleagues.
- Joining internal IHRB meetings – both regular and strategic - and playing an active role in team discussions on regional themes and developments.
Goat herding through wind farms in India.
Flickr/Braden Gunem
PERSON SPECIFICATION

The successful candidate will have all or most of the following attributes:

Experience

• At least 7 years’ experience working on climate-related issues within the context of international policymaking, business practice and/or civil society action.
• Experience working at the environmental-social interface and balancing the diverse and at times differing views and concerns of various stakeholders and affected groups.
• Leadership skills and an entrepreneurial and creative approach to problem-solving, tackling challenges, and spotting and maximising opportunities.
• At least 7 years’ management experience, including people management, strategy and budget development and management and working within multi-disciplinary international teams.
• Experience working on sensitive issues within multi-stakeholder contexts with a focus on outcomes and progress.
• Proven track record of successfully establishing and maintaining relationships with relevant stakeholders, in particular global businesses, financial institutions, and governments.
• Experience working in a financial context relating to “ESG” factors and in particular how lending and investment decisions are informed by environmental and social information.
• A proven track record in fundraising for international programmes (desirable).
• Experience working in an unsupervised environment on a regular basis and working with a ‘virtual’ team in varying time zones (desirable).
• Experience of managing pilot projects (desirable).
• Experience of developing and leading collective action approaches involving strategic partners across sectors (desirable).
• Experience of working with ‘virtual’ colleagues and partners in varying time zones (desirable).
• Experience of managing programme communication outputs in partnership with colleagues (desirable).
• Experience of speaking at conferences, on virtual platforms, and undertaking media interviews (desirable).

Qualifications

• Further education certificate/ diploma in relevant environmental subjects, and/or green business management and/or sustainable economics and/or international human rights.

Knowledge and skills

• Strong knowledge of international climate policy and other related environmental issues such as pollution, biodiversity and use of finite resources.
• Demonstrable understanding of the social dimension of environmental issues such as climate
justice, and in particular the concept of just transition.

• Excellent communication skills and co-ordination across teams and time-zones. Fluency in written and spoken English.
• Excellent time management skills and the ability to plan, organise and prioritise workload, and meet deadlines.
• A strong work and team ethic.
• Knowledge of and experience or expertise in human rights, international standards, and justice, including the interface on business and society, including accountability mechanisms and grievance systems (desirable).
• Strong knowledge of green financing organisations, including private banks, national and multilateral development banks, impact investors and funds. (desirable)
• Strong knowledge of the key relationships within the low-carbon economy, including contacts with leading policymakers, companies, experts and ESG community (desirable).
• Knowledge of additional UN official languages (desirable).

Personal qualities

• Proven ability to be proactive and self-motivating.
• Commitment to multiculturalism and diversity.
• Attention to detail and ability to maintain a high level of accuracy in preparing and presenting information.
• Awareness of the implications of working from home/remotely i.e. limited face-to-face interaction with colleagues in a geographically dispersed team.

Location

• Home based.
• Permission to work in the country of location.
• Eligible to travel to all global regions (COVID-19 restrictions permitting).
• Good time zone compatibility with Europe (desirable).
Testing rice methane emissions in Colombia.

Flickr/CIAT
Please email your CV and cover letter with two referees to Denise Derbyshire at: recruitment@ihrb.org. In your cover letter you must address the above person specification to show your suitability for this role, and indicate how many hours work per week you are applying for (the post can offer 5 or 4 days per week). Please also state where you saw the vacancy advertised. A job offer will be subject to at least two satisfactory references for the successful candidate.

As part of our ongoing commitment to an accessible recruitment process, applicants with disabilities are encouraged to contact IHRB to discuss any support or assistance they may have during the application or recruitment process. Please contact Denise Derbyshire, IHRB’s Administrator, via email - recruitment@ihrb.org - in the first instance.

IHRB is an equal opportunities employer and encourages applications from all individuals regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, and marriage and civil partnerships. This means we will not discriminate against employees or candidates based on their protected characteristics.

Included in the candidate pack is an optional Equality and Diversity Monitoring Form. The information collected is confidential and anonymous and will not be used in any decision-making for this role. You do not have to complete and return this document but doing so will help IHRB maintain equal opportunities in all of our recruitment processes.

Applications from unsuccessful candidates will be held on file for 6 months after the end of the recruitment process.

1. Deadline for application

Tuesday 1st June 2021, 9am UK time.

2. Interviews

Video interviews will be held on Thursday 10th June 2021 via Zoom.

Interested applicants should ensure their availability for a one hour interview on this date.

Short-listed candidates will be notified and invited by email by close of business on 3rd June 2021. Only successful applicants will be notified. Short-listed candidates will be briefed on 3rd June and given instructions to prepare a short presentation to be delivered during their interview.

3. Expected start date

July 2021 or as soon as possible afterwards.