

Philanthropy Manager: Climate Justice

Job Type: Flexible – 3-5 days a week.

Salary: £40,000 to 45,000 pro rata (£40k for 3+ years' relevant experience, £45k for 5+ years relevant experience).

Start Date: Feb 10th , 2022 (some flexibility).

Location: Flexible – we will be able to provide access to co-working spaces near where you are. You will need to be able to travel to London for team and client meetings at least once every two weeks, potentially more frequently.

Interviews: Initial short call interviews will take place during the week of Jan 17 th before full interviews the following week.

Contract: 12 months fixed term. If our funding situation changes we hope to have the opportunity to extend.

Application Process: Please email a CV and answers to the questions listed in the application process section below. Please send completed applications to info@impatience.earth by **Jan 10th at 2pm.**

Summary

Impatience Earth is a non-profit, pro-bono philanthropic advisory firm that engages (mainly) UK-based corporations, foundations and wealth holders with climate philanthropy.

Our aim is to mobilise \$100m of new climate philanthropy with at least 50% going towards small organisations, climate justice organisations and organisations based in the Global South. We are looking for a new Philanthropy Manager to join our team and help us support wealth holders to learn about the importance of and opportunities within climate philanthropy. We are looking for a Manager with particular interest in and experience in supporting philanthropy in the climate justice space and in the Global South.

We have a relatively flat organisational structure where all of our full/majority-time team are working at some tier of Manager/ 'Director' level. Each Manager/Director takes responsibility for:

1. Helping think through how we can reach new clients and leading client approaches;
2. Working with clients to help them understand climate change and the injustices connected to it and the potential for philanthropy to play a positive role;
3. Supporting the development of the team and organisation.
4. We are also increasingly focusing on a fourth area – how we as an organisation can best support the civil society infrastructure in this space.

Every Manager/Director has responsibility for integrating climate justice into their work as well as connecting with a diverse group of experts who can help our clients understand climate change from a range of vantage points beyond the purely scientific. We hope to find a new Manager with a particular interest in, expertise in and passion for climate justice work and work in the Global South.

We see climate justice as the recognition of, and response to, the inequalities between those most responsible for climate change and those who feel its strongest impacts, as well as the structural connections between social and climate justice causes.



The Organisation

Organisations, individuals and communities fighting climate change are vastly underfunded with just 2% of giving going to the sector in 2019, much of that by a small number of large foundations. Within this the climate justice field is even more drastically under-funded. We launched in 2020 to build a new wave of at least £100 million of commitments by 2023, with an aim that more than half of this will flow to organisations in the Global South and half to climate justice organisations.

Many corporations, foundations and individuals want to act on climate but the topic can feel overwhelming – they are looking to reduce emissions but are often not seeing the opportunity for philanthropic leadership. We support donors to build their understanding of the approaches to addressing the crisis that meet their goals and values and enable them to have the biggest difference with their funding.

We have a commitment to raising justice issues with all clients but ultimately we are not pushing our solution or any particular NGOs or approaches. Our targets refer to climate mitigation philanthropy rather than adaptation (which is obviously also essential).

The Candidate

Our model is anchored in connecting with climate experts including valuing the expertise of those affected by climate change and those that don't identify as working on 'climate change'. We need someone who wants to support experts to connect with and educate clients. Whoever comes into the role will use their expertise to facilitate conversations rather than lead with their own views.

Our future colleague will work have a strong commitment to and understanding of climate change and climate justice from their perspective, be committed to supporting and educating others about the subject and believe philanthropy can help make a difference.

Beyond that, we would love to find someone who:

- Is prepared to research and reach out to new contacts as experts, potential clients or partners and explain to them what we are doing and why;
- Is a great facilitator and is used to helping bridge gaps in understanding between different levels of understanding;
- Is an excellent researcher;
- Is committed to managing relationships with a large number of experts and making sure to engage them with us as an organisation and get their feedback on experiences with us so we can continually improve;
- Is happy to spend their time producing really thoughtful and thorough and well-presented materials for clients and doesn't see this as 'junior work' – this includes speaker briefs, meeting notes and research briefs;
- Wants to support the world of philanthropy and wealth holders to do more to combat the climate crisis;
- Is entrepreneurial in their approach, not afraid to get knocked back with 'no's along the way and enjoys building relationships and pitching ideas and opportunities.

Our future colleague will spend their time:

- Engaging with climate justice and Global South and small organisation leaders to expand our network of experts (20%);



- Thinking through, researching and helping deliver strategies to engage potential clients and pitching to those clients (sales!) (15%);
- Supporting Directors with the general management of the organisation (10%);
- Helping facilitate educational programmes for clients alongside Directors to help build client knowledge and confidence in the space and then help them develop funding strategies from this work. This involves a lot of research and note writing alongside attending and helping facilitate meetings between clients and experts (35%);
- Helping us build our organisation to be a valuable part of the eco-system for all climate civil society, to be anti-oppressive, to build a strong team, to be a great employer and to reach our goals for mobilising capital (20%).

For the right person this will be an amazing experience that allows them to accelerate into a space where their knowledge and insight will help transform the resources available to a host of diverse environmental non-profits.

We're really flexible about location, hours and type of experience, our priority is to find the right person to lead this work who is ready to hit the ground running and has both the track record and skill set to make a success of this.

We understand that environmental emergencies disproportionately impact on poorer, marginalised and minoritized communities, whether that be in the Global South or in the UK and yet the leadership of the environmental NGO sector is disproportionately made up of white, male, London-centric and privileged boards and staff teams. We have a diverse team, including at senior levels and hope that as an inclusive employer we will be able to attract applicants from a range of backgrounds for this important role.

Application Process:

Please email a CV and document (max 2 pages) with answers to the following questions:

1. Why do you care about this work?
2. How does your professional (inc. volunteer) experience relate to this role?
3. What parts of the role do you think you would thrive most in and which would you need most support on?
4. How would current/former colleagues describe you?
5. Describe the value you think Impatience Earth can bring to the world

Please send completed applications to info@impatience.earth by **Jan 10th at 2pm**, and in this email please confirm that you have the right to work in the UK as unfortunately we can't sponsor visa applications for this position.