



Position Description

Job Title	Global Finance Program Director
Entity	The Sunrise Project, Inc. (TSPInc)
Program-Team	Global Finance
Remuneration	<p>Depending on experience (including unpaid and other experiences) and capacity to take on responsibility, the salary range is based on location. e.g.</p> <ul style="list-style-type: none">• USD\$148,146 - \$177,070 p.a.,• UK £105,994 to £114,827 p.a.;• Netherlands €101,544 - €108,467 p.a. (exc. 8% holiday allowance) and other countries in Europe will be considered. <p>If the successful candidate is outside of the countries listed, salary and benefits will be based on local market equivalencies.</p>
Start Date	Apr/May 2025
Employment Type	Permanent (ongoing)
FTE Status	Full Time 100%
Overtime Status	Exempt
Reports to	Executive Director, The Sunrise Project Inc
No. of Reports	Up to 8
Location	North America, Europe or Asia. This is a global role working primarily with teams based in North America, Europe, and Asia. US Eastern Time zone may be best.
Job ID	P-7225202504
Job Level	2
Project Code/s	i45

About Us

The Sunrise Project is a global network of independent organizations united by a common mission: scaling social movements to drive the global transition beyond fossil fuels. We've developed a unique model that



combines strategic grant-making with campaigning, supporting interconnected organizations to create powerful change aligned with our mission.

Sunrise Inc is a proud member of The Sunrise Project network. Our organizational culture is dynamic and adaptable. We're committed to supporting our team members to thrive as we tackle the urgent challenge of climate change. We believe that a diversity of experiences and perspectives strengthens our strategies, teams, and movements.

Sunrise Inc takes the broadest possible view of diversity and encourages First Nations people, people of colour, people living outside of cities, people living with disabilities, neurodiverse, and LGBTQIA+ people to apply. We are continually working on becoming a better workplace for everyone. Find out more [here](#).

About the Program

Since 2017, Sunrise Inc has been building a global program to grow powerful networks that can rewrite the rules of the financial system to end finance for fossil fuels, and scale resources for clean energy that delivers for everyone. With experienced teams working across core strategic projects in private and public finance, and at the intersection of government and corporate action, our programs have been creating global impact through our unique model of network organising and campaigning. You can read more in our [2023 annual report](#).

About The Role

The Global Finance Program Director sets the overall strategic direction of the Global Finance Program including a clear vision and prioritisation of interventions. Alongside the Global Finance Program Deputy Director, the Director supports our team of experienced Program Directors and 60+ Program staff to unleash the potential of their teams and ensure impact across the whole program.

The Program Director leads the development of our global strategy for shifting the financial system, including identification of new opportunities for real world impact, and responding to issues that cut across our existing programs and projects. The role requires a high level of engagement with our campaign partners, allies in the finance sector, grassroots activists, as well as working closely with our executive team, board and philanthropic partners to align resources.

We support networks of organisations to work together to achieve outcomes that would not be possible by individual organisations acting alone. We expect all roles at Sunrise to actively support the capacity building of these networks and partner organisations.

About You



You're an experienced and collaborative leader with a global perspective and a passion for growing movements to help shift the global financial system out of fossil fuels and into renewable energy.

You're a big picture systems thinker with a skill for developing and articulating clear strategies to cut through complex problems. You have a deep understanding of how a wide range of different strategies and actors can work together to create large-scale change, and you have a track record of designing and implementing campaigns that build power and win real world outcomes.

You're a collaborative people leader who understands what it takes to build trust, nurture creativity, surface tensions, and unleash the potential of teams. You're an open and honest communicator with the ability to build strong relationships and nurture collaboration between diverse stakeholders. You're adept at managing and stewarding fast moving teams and organisational change.

Key Responsibilities

- Oversees The Sunrise Project Inc's Global Finance Program Strategy, with accountability for developing the program's overall strategy and priorities, ensures the program has clear objectives, measures and achieves outcomes that align with Sunrise Inc's mission and values.
- Supports sub-Program Directors and Project Leaders to design high impact strategies that drive real-world change; actively identifies and cultivates synergies within and between different strategies; supports a vibrant, inclusive and collaborative culture that enables the program to be more than the sum of its parts.
- Represents the Global Finance Program with external audiences, and works closely with the Executive Director and Philanthropic Partnerships team to engage our philanthropic partners and to secure and align resources.
- Manages and supports a small team of program leaders to ensure the appropriate planning, resource allocation and systems and processes are in place to support the team to deliver on strategy.
- Works closely with the research team to track and analyse emerging trends, threats and opportunities, support strategic pivots and incubate new strategies.
- Works closely with the movements and grants teams to track, analyse and evaluate grantmaking across the entire Global Finance Program.
- Enables open and honest evaluation of our work and impact, and fosters a culture that recognises the importance of risk-taking, failure and learning and accountability in our pursuit of greater impact.
- Contributes to an inclusive and life-affirming culture in the wider organisation, including leadership on our commitment to justice, equity, diversity and inclusion in our team, our partnerships and program strategies.



- Leads on high performance, collaborative and sustainable teamworking by fostering Sunrise's culture and hiring, managing and developing talented individuals.
- Oversees budgets, manages risk and meets compliance obligations associated with the program.

Required skills and experience

- Significant leadership skills and experience in a similar or related role including unpaid, grassroots or lived experience.
- Finance sector knowledge and expertise, and specifically an understanding of the role that private and public finance and financial regulation play in accelerating the energy transition.
- Demonstrated ability to analyse power and develop effective strategies to achieve real-world change.
- Demonstrated experience in cultivating networked change and a deep understanding of how social movements achieve change including through elite engagement and grassroots organising.
- Excellent communication skills, including the ability to articulate complex strategies in simple and compelling ways.
- A global perspective and experience working internationally; and an openness to working flexibly across multiple time zones.
- A strong understanding of what it takes to create a healthy, vibrant and inclusive culture including a high level of emotional intelligence, excellent interpersonal communication and strong coaching skills.
- Demonstrated experience in raising and managing multimillion dollar budgets.
- A flexible and open leadership approach, the ability to give and receive feedback skillfully, and to manage change in a rapidly changing world.
- A passion for action on climate change and a demonstrated commitment to justice, equity, diversity and inclusion.

Desirable Skills and Experience

- Demonstrated experience and understanding of the political and corporate cultures across a variety of countries and regions.
- Proficiency in more than one language.

Job requirements

- You must have full working rights for the country you are living/working in. The Sunrise Project is unable to sponsor applicants for employment visas.
- Employment background checks are required.
- Intermittent travel with advanced notice.



- Flexibility to adjust work hours to accommodate multiple time zones

How Sunrise supports its staff

The Sunrise Project is committed to creating a workplace that supports our staff to do their best work and develop professionally. Sunrise has the following in place to help us achieve that, noting pro rata will apply for part time staff and/or temporarily appointed-fixed term staff. The successful candidate will be hired via a Professional Employment Organisation (PEO) on behalf of the Sunrise Project, so conditions of employment may vary.

- Statutory benefits and entitlements of the country in which you are employed.
- Sunrise may provide additional benefits, where in-country entitlements are less than our standard package, where applicable including:
 - Paid Parental Leave that is gender-neutral & inclusive of all types of families, incl. Parental Return To Work & Keeping In Touch Program
 - Life Leave (up to 40 days p.a. for significant personal reasons)
 - Public Holiday + Cultural Leave
 - Workspace Benefits incl: Macbook & accessories, initial \$2,000* for home workspace & IT equipment + \$800* every 2 years + up to \$75/mth phone/data/internet (equivalent local currency) .
 - Shared office support

Additionally we offer:

- Flexible Working Policy
- VIDA - An AI tool to support your health and wellbeing
- Regular all-org and team meetings & retreats
- Learning & Development Program incl. a professional development budget for every staff member
- Coaching & manager support with regular 1:1 meetings
- Annual performance & development reviews with 360 feedback
- A co-developed work plan to ensure clarity on your role & key responsibilities
- We provide our staff with a voice on issues that concern them via consultation, caucuses, working groups, and surveys.

How to apply for this job

TO BE ADDED