

groundWork

JOB DESCRIPTION Climate and Energy Justice Campaigner

1 February 2024

Title	Climate and Energy Justice (CEJ) Campaigner
Accountable to	Senior Climate and Energy Justice (CEJ) Campaign Manager and Executive Team (ET)
Supervisor for	Climate and Energy Justice Campaign Interns

A. ROLE

The CEJ Campaigner supports the work of the CEJ campaign by working with frontline communities to cultivate community resilience to climate impacts and build social power through mutual solidarity and alliances with workers and the wider justice movement. This includes people's food, energy and water sovereignty, to create resilience to climate impacts and to demonstrate steps to a just transition towards a regenerative economy. The CEJ Campaigner reports to the Senior Climate and Energy Justice Campaign Manager, who manages the CEJ Campaign within groundWork, aligned to the groundWork Programme.

B. DUTIES AND RESPONSIBILITIES

Under the guidance of the Senior CEJ Campaign Manager, the CEJ Campaigner will be responsible for carrying out activities required by the CEJ campaign, including:

- Building the movement to resist oil and gas development (onshore and offshore) is sustained and expanded in South Africa and the region;
- Identify and resist (in the media, on the streets, and in the courts) plans that support dirty energy, false solutions and peoples' exclusion from decision making;
- Work with community Based Organisations (CBOs) mobilising for people's energy sovereignty and food sovereignty;
- Organise community exchanges to share information in climate change, respond to local, national, international and corporate climate policies and strategies for people's solutions in an open democracy context;
- Ensuring that the social and environmental impacts from an extractive economy reorientated to renewable energy technologies are monitored and explored through regional/international exchanges.
- Work across global initiatives and in coalition with several leading environmental campaigns nationally, regionally and internationally.
- Work with the organisation's other campaigns on intersectional work to resist oil and gas expansion and build a ground-based movement for climate and energy justice

- Implement work plans aligned to groundWork’s programme, budget and indicators
- Work within the parameters of groundWork’s Conditions of Service and Policies and Procedures, and other related statutory compliance requirements.
- Respond to and coordinate the development and implementation of relevant strategies for dirty energy phase out and transition to clean energy within the open democracy framework
- Support and strengthen the CEJ Campaign by effective networking, convening and facilitating regular meetings, webinars and events that aligns with the CEJ programme
- Increase the visibility of the campaign’s objectives, activities and outcomes to key audiences
- Being a spokesperson for the CEJ campaign
- Being well organised, experienced, motivated and have a balanced understanding of current debates, theories and development trends and a sound knowledge of the political influences in the environmental sector at all levels.

C. CORE COMPETENCIES

1. Sector Awareness and Understanding

- A balanced understanding of current debates, theories and development trends and a sound knowledge of the political influences on the environmental sector at a community, local, regional, national and global level.

2. Organisation and campaign understanding

- An understanding of the correlation between vision, strategy and goals of the organisation and the operating environment.
- An understanding of the role of civil society in effecting environmental justice.
- An understanding of the community-based organisation sector.
- A good understanding of financial and administrative functions, including policies and procedures of an organization and campaign

3. Leadership skills

- Ability to align the work of the Climate and Energy Justice campaign (the campaign) with the strategic direction of groundWork.
- Ability to lead others positively in achieving desired work results through earned respect, participation and teamwork.
- Ability to learn to plan, lead, organise and direct the campaign in achieving desired work results.
- Ability to consult, report to and take direction confidently from the Director, Management Team and Trustees where indicated.

4. Interpersonal skills

- With flexibility and adaptability, to work effectively with others at all levels in achieving desired campaign goals and build relationships through effective interpersonal skills.
- Active listening and ability to give and receive feedback

- Ability to deal with stress resulting from diverse demands that emanate from within organisation and the external environment.

5. Conceptual skills

- Ability to understand the strategic direction of groundWork and the role of the campaign within groundWork in achieving this.
- Ability to strategise around achieving environmental justice at community level.
- The ability to distinguish between activities and results and recognizing outcomes in achieving the campaign goals.
- Planning, monitoring and evaluation of your work

6. Problem solving and systems thinking

- Ability to manage conflict and improve campaign performance and how to apply specific performance improvements to close existing or anticipated performance gaps.
- The ability to identify and modify inputs and outputs of a system and how to use information in improving campaign performance, whilst being aware of the implications for the campaign and the organisation.
- The ability to analyse, synthesise and interpret information within the campaign.

7. Technological skills

- Computer skills and the ability to use existing and new technology and different types of hard and software.

8. Advocacy skills

- Ability through facilitation skills to build ownership for change among affected individuals, groups and other stakeholders within communities.
- Demonstrate an appreciation of the complex and sensitive nature of the operating environment.

D. KEY PERFORMANCE INDICATORS (KPIs)

1. Organisational

- To contribute towards promoting the organisation.
- To ensure that the campaign activities conform to groundWork's strategic direction and mission statement.
- To participate in groundwork's organisational development processes including strategic planning and reflection, work planning, peer review, and staff training and development.
- To be familiar with and follow groundWork's policies and procedures
- To identify performance gaps and apply specific performance improvements.
- To network with key individuals and groups in the development and environmental sector nationally and internationally.
- To build new partnerships and improve existing alliances.

2. Funding & Financial

- To adhere to the Financial and Administrative Policies and Procedures of the organization, and associated statutory compliance requirements
- To understand and adhere to the Programme and specific campaign funders contractual requirements

- To ensure timeous submission of administrative and financial documentation required by the Financial and Administrative teams of the organisation
- Ensure preparation of project and campaign reports to funders and as required by the organisation.
- To understand and adhere to the campaign budget.
- To understand and adhere to the groundWork Programme document including indicators, cashflow projections and Budget vs Expenditure reports.
- To develop funding proposals for specific campaigns.
- To participate in the preparation of groundWork's operational funding proposals.

3. Campaign Activities

- To coordinate the development and implementation of national civil society organisational (CSO) strategies around campaign related issues.
- Coordinate links between communities.
- To organise visits to and from communities involved in related campaigns both nationally and internationally.
- To analyse, synthesise and share information emerging from different community campaigns.
- To develop strong links between the C&EJ campaign and the Coal campaign and manage activities common to both campaigns.
- To work with all the other groundWork campaigners on issues and activities common across the campaigns.
- Liaise with key individuals and groups within the global environmental justice movement, to enlist support for national campaigns and to place national campaigns within an international context.
- Identify international campaigns that will assist/support or contribute to national campaigns.
- Assist/support/contribute towards international campaigns from a South African perspective.
- To organise and hold meetings, workshops, conferences, skills shares and seminars.
- To monitor environmental trends and developments at a national level and global level and to organise campaigns around their anticipated impact on communities.
- To publicise campaigns nationally as appropriate.
- To be a spokesperson for the campaign and write articles for the groundWork newsletter, Annual report and from time-to-time mainstream media.
- To monitor and evaluate the effectiveness of the campaign and community and/or other activities/campaigns within the campaign.
- To monitor and evaluate campaign activities and outputs.
- To report on campaign activities and progress.
- Liaise and caucus with other sectors such as labour, business, government and industry when appropriate.
- To respond to community requests for intervention around environmental justice issues.
- To identify the specific information and technical assistance needs of community campaigns and to facilitate the meeting of these needs.
- To identify and mentor community-based interns.
- To build proactive working relationships with the media.

4. Advocacy

- To monitor the implementation of relevant national and international policies/conventions.
- To lobby at a national level for inclusive policy processes.

- To represent the interests of groundWork in important national and international fora.
- Contribute towards the formulation of environmental development related to policy positions.
- To co-ordinate lobbying strategies as they relate to campaigns.

E. PERSONAL ATTRIBUTES

Some of the attributes a person should possess to perform competently in this position are to:

- be committed, principled and have a belief in what they are doing.
- share and uphold groundWork's values.
- constantly endeavor for a higher level of personal development and professional performance.
- have a strong interest in the development of others.
- be disciplined, motivated and have a high level of self-esteem.
- be decisive, clear thinking and analytical.
- have the ability to interact and motivate at all levels.
- earn respect through sensitivity and maturity and fair listening.
- be dynamic and assertive.
- be articulate and an effective communicator.
- be able to work as part of a team
- be able to deal with stress and effectively manage time.
- Be able to identify and resolve conflict through negotiation, mediation, conflict management and resolution
- enjoy devising and working within systems in a well organised manner.

F. KNOWLEDGE REQUIRED

- A tertiary education degree and/or experience in the environmental justice arena based on initiating, facilitating and developing environmental justice campaigns.
- groundWork policies, principles and structures.
- Local, Provincial, Regional, National and International Legislative and policy-making procedure.
- Relevant legislation and policy.
- Formal and informal channels of communication and decision-making for public participation at regional and national levels of government.
- Concepts and methodology of Environmental Impact Assessments and other Environmental Management tools.
- Theories of Development.
- Existing environmental advisory fora and other governance models.
- Lobbying and campaigning strategies.
- Approaches to planning, monitoring and evaluation.
- The role of NGO's and CBO's in civil society.
- Individual and team development.
- Logical Framework Approach
- Project Management
- Facilitation
- Public speaking and writing media pieces

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