



Worker Transition Campaigns Manager

Platform's North Sea Workers' Transition project is building towards a managed phase-out of oil and gas extraction in the UK North Sea. We're organising for an energy industry that protects the rights and livelihoods of the current oil and gas workforce and directs wealth back to communities, especially those impacted by industrial change.

We have been working with offshore oil and gas workers and their unions for 5+ years. In 2023, we published a groundbreaking set of 10 demands for a just energy transition away from fossil fuels co-created with offshore workers: [*Our Power: offshore workers' demands for a just energy transition*](#).

Since publishing the report we have launched public advocacy and media campaigns based on these demands - working alongside industrial trade unions, national and grassroots climate groups, and oil and gas workers. We coordinate a first-of-its-kind coalition of industrial unions and climate groups working together on national worker transition demands.

As living conditions continue to decline and the climate crisis deepens, we are looking for a motivated and creative campaigner, who is able to lead the next stage of the project, and who has a strong understanding of anti-oppression and energy justice.

About the role

The Worker Transition Campaigns Manager will work closely with our Worker Organiser and Public and Community Ownership Campaigner, supported by our Organising and Advocacy Lead, Research Lead and Communications Lead.

You will be responsible for strategising, project managing and delivering the project. Activities will look like:

- Coordinating an existing coalition of climate groups and trade unions, including holding relationships with a wide range of key stakeholders across movements;
- Developing and delivering political advocacy and public campaigns strategies to win Our Power demands - including public ownership of energy - at a UK and Scottish Government level;
- Supporting the work of Platform's Worker Organiser(s) to build links with energy workers and involve them in media, political meetings and/or campaigning activities.

This post would sit within Platform's internal collective management structure and would therefore be expected to support the collective management of the organisation in addition to finance and fundraising-related responsibilities. This includes line managing 1-2 staff members after the 6 month probation period and attending collective management meetings.

Find out more about Platform below the Job Description and Person Specification.

Role Details

Hours: 4 days (32 hours) based on a 40 hour work week (5 x 8 hour days including a 1hr lunch break).

Contract: Permanent

Proposed start date: ASAP, depending on notice period.

Salary: £36,824.41 for 4 days (32 hours) per week (£46,030.51 FTE) is our baseline salary, adjustable according to our Socially Just Waging System. Terms and conditions apply.

Other benefits include: 30 days annual leave (pro rata) plus bank holidays, enhanced parental leave, enhanced sick pay allowance. We offer Wellbeing and Training and Development funds to all staff. All policies subject to review.

Location: The role will be formally based at Oxford House, Derbyshire Street, London, E2 6HG, but remote working is possible.

Most Platform staff are supported to work from home most of the time, but all permanent members of staff are expected to attend in-person meetings 3-4 times a year, usually at the London office, and other in-person meetings when required.

Responsible to: Management Group (MG), Trustees (in conjunction with the Treasurer)

What we are looking for

We need an experienced, ambitious and imaginative campaigner who is committed to campaigning models that centre impacted communities.

You will have a good knowledge of the energy transition in the North Sea, and an understanding of how a just energy system might be realised. You will be excellent at mapping, building and strengthening relationships with a wide range of stakeholders. You will have good knowledge and commitment to climate justice and energy democracy. Ideally, you will be familiar with the trade union movement and how trade unions function.

You will need to be a self-starter with excellent organisation skills, since you will be responsible for overall project strategy and delivery.

Duties and responsibilities

Project Management

- Project manage the 'Worker Transition' strand of the North Sea Just Transition project, including keeping oversight of deliverables including funder commitments;
- Set overall project strategy utilising creative and traditional campaigning and advocacy techniques;
- Manage and track the project budget.

Campaigning and Advocacy

- Coordinate an informal coalition of climate groups and industrial trade unions, including maintaining and growing relationships with key trade union and climate movement allies and managing competing priorities;
- Deliver campaign strategies which influence UK Government legislation on the energy transition (including in-person events and stunts, digital actions and strategic research);
- Deliver advocacy strategies which influence UK Government legislation on the energy transition (including building relationships with strategic MPs, meeting with Government officials, writing and disseminating timely briefings);
- Support on campaign and advocacy strategies which influence Scottish Government legislation on energy transition and industrial strategy, alongside key partners;
- Support the campaigns and organising work of Platform's Worker Organiser(s) to build links with energy workers and involve them in media, political meetings and/or campaigning activities;
- Conduct (or commission) additional research when needed;
- Present the campaign at public events, meetings, roundtables;
- Work within Platform's North Sea Just Transition team to collaborate on shared aims and objectives around arts, culture and public energy.

Communications

- Work with Platform Communications Manager to design and develop a communications strategy for the project.

Running Platform

- Participate in Platform organisational management including being on Platform's Management Group, taking part in our line management structure and attending collective organisational management meetings;
- Develop fundraising goals and strategy for the project;
- Fundraise for Platform core and projects, maintaining key funder relationships.

Any other reasonable requests made by the Platform staff team, MG and/or Trustees.

Person Specification

Outlined below is our understanding of the combined skills, experience and knowledge that the Worker Transition Campaigns and Advocacy Lead will need. These can be gained through paid work, volunteering or through your lived experience.

We welcome people to apply even if they do not meet all of the criteria: we are very aware that people, in particular those who are racialised and/or otherwise minoritised may not have had formal opportunities to demonstrate their skills and competence.

Please do get in touch if you have any questions or want more information about the role.

Essential:

1. Track record of managing campaigning projects, including developing campaign and/or organising strategy and managing budgets – whether in NGO, union or other contexts
2. Strong experience of coordinating coalitions and mapping, building and strengthening relationships as part of effective campaigning
3. An in depth understanding of the energy transition, and demonstrable commitment to climate justice and energy democracy
4. Strong understanding of the UK national and Scottish political context, particularly as it relates to energy policy
5. Track record of building relationships with politicians and effectively campaigning on policy asks for MPs within a UK parliamentary context
6. Ability to engage with and effectively influence decision-makers at local authority and/or national level
7. Time-management skills and flexibility to respond to opportunities and challenges
8. Demonstrable strong commitment to anti-oppression and climate justice
9. Willingness and ability to travel regularly (to Scotland, North East England, and London depending on where you are based)
10. Interest in consensus-based decision making and non-hierarchical management practices

Desirable:

(a reminder: we do not expect applicants to cover a majority of these, you are welcome to pick several to focus on)

1. Experience of generating media coverage and mobilising public pressure
2. Experience of working in the Scottish political context and building relationships with MSPs
3. Proven capacity to fundraise from trusts and foundations, individual donors and/or other sources
4. Experience of using creative methods to tell impactful stories around the energy transition
5. A track record of conducting and/or commissioning research
6. Experience working with others in a horizontal structure
7. Experience of organisational and line management

8. Experience of influencing policy development

About Platform

Platform works towards a just future beyond fossil fuels, by uplifting marginalised voices, building energy and food democracy, and working toward a just transition. Platform brings together researchers, organisers, educators, environmentalists, artists, and community activists.

For over four decades, Platform has led the way developing policies and practices which are effective, caring, just and democratic - such as our social justice wage system and ground-breaking parental leave policy.

Platform's organisational goals for 2022 - 2027 are to:

1. Embolden impacted communities to lead a just transition across our energy and food systems.
2. Harness the power of arts and culture to build solidarity, imagine alternatives to injustice and inspire social transformation
3. Interrupt the flow of money, power and political influence to fossil fuel companies, and build support for public investment, community ownership and democratic control of sustainable alternatives.
4. Develop ways of working that centre compassion, care and liberation
5. Collectively create and implement an internal structure that holds us accountable to our principles as a flat structured organisation and meets our capacity needs.

How we work

- Trustees - as a charity we have a Board of Trustees who are supportive and legally responsible for the organisation.
- Management group - we do not have a Director; instead we have a rotating subgroup of staff who have oversight of the running of the organisation to ensure that HR, finance, fundraising and strategy are carried out properly and that the projects deliver on their promised outputs.
- Core staff - there are three core staff who lead on finance and HR. These include:
 - People and Process Manager
 - Finance and Fundraising Manager
 - Finance Manager
- We currently have 10 permanent staff who run 7 projects. They are supported by three 'cross-programme' staff focussed on research, communications and organising & advocacy. This is sometimes supplemented by fixed-term or contracted staff.
- Consensus - Permanent staff make collective decisions through consensus in different meeting spaces, both online and in person. Fixed term staff are welcome to attend some of these meetings.

- Staff have regular meetings with an appointed line manager and can request meetings with Platform's People and Process Manager.

How to apply

Application Deadline

Please submit your application by **5.00pm on Monday 17 November**.

The first round of interviews will be held in the week commencing Monday 24 November.

Please send us:

1. Your CV
2. A 2 page max Supporting Statement, including:
 - o Specific examples of how you meet relevant criteria listed in the Essential and Desirable sections of the Person Specification. Examples can be from paid or unpaid experience. We do not expect anyone to meet every single criterion.
 - o Why you want this job
 - o Why you would like to join Platform
 - o 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 recruitment@platformlondon.org by **5.00pm on Monday 17 November**. Please use the subject heading: 'Application for Worker Transition Campaigns Manager'.

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

Equal opportunities / Decolonising our work

Platform strives to apply equal opportunities principles both in its recruitment and in its work. 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. Where two or more candidates are judged to be of equal merit, priority may be given to a global majority candidate from a background less well represented at Platform.

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

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

Terms & conditions

Your salary will be determined by Platform's ground-breaking Social Justice Waging System, based on a salary of £36,824.41 for 4 days (32 hours) per week (£46,030.51 FTE).

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, 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.

Details of the system (including principles, rationale and mechanisms) are available [here](#).

Platform has an extensive staff policy handbook with terms and conditions that go above and beyond statutory requirements, including extensive leave and increased pension contributions. Candidates selected for interview are welcome to enquire about particular policies.