



E3G

Country Director Job Pack (Germany)
Jan 2023



What we do

E3G is an independent climate change think tank with a global outlook. We work on the frontier of the climate landscape tackling the barriers and advancing the solutions to a safe climate. Our goal is to translate climate politics, economics and policies into action.

We are world leading strategists on the political economy of climate change, dedicated to achieving a safe climate for all. Our aim is to steer the global transformation we need at the pace our planet requires. At E3G we are changing the world one conversation at a time.

Our name

E3G stands for Third Generation Environmentalism.

The first generation of environmentalists focused on the conservation of species and habitats.

The second generation widened the scope to include pollution and natural resources. The third generation of environmentalists is building on this success, working on solutions rather than problems.

As third generation environmentalists, we are turning arguments into answers, developing and shaping policy initiatives to engage the required political processes effectively.

We develop strategies

We think strategically to identify the ripest areas for change. We produce scenario analysis of critical climate action, identifying the risks and opportunities to make a difference. We build broad-based coalitions to deliver a safe climate. We work closely with like-minded partners in government, politics, civil society, science, the media, public interest foundations and elsewhere.

We produce insights

We analyse the state of climate politics within countries, major institutions and economic sectors. Our insights help set political agendas and inform decision makers.

We think outside the box

We design practical institutional solutions to deliver a safe climate. We work with our partners to implement transformational changes.



Our work is global in outlook. Political economy and governance underpin our efforts across six interconnected areas. The scope of our work is unified in its ability to leverage the biggest impacts. We focus on:

- Fossil Fuel Transition
- Political Economic and Governance
- Clean Economy
- Sustainable Finance
- Geopolitics, Diplomacy and Security
- Climate Risk and Resilience

E3G consistently ranks in the top ten most influential environmental think tanks by the University of Pennsylvania's Global Go To Think Tank Index. You can read more in our last [annual review](#).

Since our beginning in 2004, we have been driving action for climate safety. Some of our greatest achievements include:



Assisting in the creation of the first-ever public Green Investment Bank.



Establishing influential coalitions and events like the Powering Past Coal Alliance, the Energy Bill Revolution and London Climate Action Week to speed up the transition away from fossil fuels.



Publishing ground-breaking reports including as Degrees of Risk, Europe in the World and Crude Awakening.

Our People

Our team brings expertise to topics including climate politics, energy policy, sustainable finance, climate diplomacy, risk, resilience and the global fossil transition. Our backgrounds range from political science and economics to carbon management and beyond. Our 140 staff are based in Berlin, Brussels, London and Washington DC, and together they represent 14 countries and as many languages. Our Berlin office currently operates with 27 staff.



Country Director - Germany

E3G is undergoing significant growth, and we are seeking an entrepreneurial climate leader to serve as its next Country Director in Germany. This role sits on our Senior Management Team reporting to our co-CEOs.

Purpose

E3G Country Director will be responsible for:

- representing E3G in Germany and Central-eastern Europe (CEE);
- managing E3G's reputation and strategic communication;
- defining and implementing our country strategy;
- cultural leadership and pastoral oversight of the E3G teams located in Berlin;
- and contributing to the overall management, development and leadership of E3G as whole.

The Director will be expected to support the effective governance of the E3G gGmbH.



Essential Criteria

- Personal commitment to the core E3G's mission and values
- You will probably bring:
 - 10-15 years experience of working on climate change agenda in an international context, with policy related experience; covering leadership, analytical and management roles and a track record of thought leadership and problem solving.
 - A solid grasp of global climate and geopolitical trends, dynamics and developments and have a good understanding of how international institutions work and evolve and how to leverage this in Germany and Central and Eastern Europe (CEE).
 - Strong strategic and political understanding, and a background of prioritising achieving outcomes over running activities, and be capable of inspiring and facilitating action by others;
 - Have been involved in major complex projects. You will have built and managed teams, delivered collective outputs and managed budgets. Experience of managing multi-national teams across different locations would be a distinct advantage.
 - Be able to operate confidently at high and "expert" level, in the worlds of government, business, the media and civil society.
- Connections to networks of people and institutions in Germany, CEE and internationally. You will:
 - Be a fluent German speaker accompanied by very strong written and spoken English.
 - Bring experience of fundraising from philanthropic and/or government sources would be an advantage.
 - Be used to operating internationally, with a high degree of cultural sensitivity. Strong personal networks and experience at international level would be an advantage.
 - Have a significant track record of achievements, including experience of building consensus inside and between organisations around sensitive issues; creating and facilitating dialogue and agreement.
- A detailed role specification is set out in Annex A.



How to Apply

- Please submit your **CV along with a Supporting Statement**¹ addressing the person specification criteria and evidencing how you meet the criteria.
- Please be ready to provide the names, positions, organisations and contact details for two referees; one should be your current or most recent employer. Referees will be contacted for those proceeding to final stages. **We will always gain your permission before we contact referees.**
- Let us know any difficulty you may have with the indicative timetable (please see below).
- Check that your contact details are correct before you submit.
- **Please apply via the link in the job advert.**

Once you have submitted your application, this will be reviewed and you will be sent an email to confirm if you will be invited to an interview or not.

To explore an informal conversation about the role, please contact:

- Sandra Mika (Sandra.mika@e3g.org).

Timetable

- **Closing Date:** Friday 10 February at 9am
- **First panel Interview:** w/c 20 February
- **Final panel Interviews:** w/c 6 March

Interviews may be conducted remotely, via video conference, but we may require your attendance in person at some elements, subject to mutual agreement.

¹ Your CV should be no more than 2 pages and your supporting statement no more than one page.



Registered company address:

Third Generation Environmentalism Ltd
4 Valentine Place, London SE1 8QH

Registered in England and Wales. Company number 5158916. VAT number 853 8365 94.

E3G is established in the UK as a not-for-profit company limited by guarantee. E3G maintains full independence in all its activities, and is funded by a mix of foundations, government bodies and NGOs.

E3G is established in Belgium as a not-for-profit association (ASBL) and in Washington as a private company with 501c3 tax exempt status.

E3G ASBL – Incorporated in Belgium as an ASBL on 4th May 2011.

E3G Inc – Incorporated in the State of Delaware as a private company on 12th December 2009.

E3G is registered as gemeinnuetzige Unternehmergeellschaft (haftungsbeschränkt) at Amtsgerichts Charlottenburg (Berlin): HRB 174437 B

Third Generation Environmentalism (E3G) Ltd Ireland Company registration number is 656225, incorporated 2 September 2019



Annex A: Key Responsibilities

Governance: Supporting the E3G gGmbH Board in ensuring effective governance, legal compliance and reputational management.

Ensuring their office plays an effective and proactive role in delivering a “One E3G” management approach through participation in the International Management Team and implementation of the Operational Framework Agreement. Be responsible for ensuring the budget for the political, representational and operational footprint in country is planned and deployed effectively.

Impact, Profile & Access: Ensuring E3G’s profile, reputation, partnerships and networked connections underpin delivery of E3G’s strategic aims in the country they are located.

As part of these duties, you would be expected to; ensure there is strategic plan in place; take overall responsible for managing E3G’s reputation and relationships; ensuring E3G projects have a coherent and joined-up voice to government and non-government actors; and pro-actively develop opportunities to grow E3G’s funding pipeline and partnerships.

Office Management and Pastoral Leadership: Ensure effective management of country office facilities is in place. Ensure that a coherent and cohesive E3G culture exists in the office and that effective pastoral care is provided to all E3G staff and associates associated with that office.

This includes being part of the SMT to ensure balanced and effective team structures are designed and implemented in your location; and being responsible for develop a strong sense of E3G collective identity and One E3G culture; recognising the complementary roles of Programme and national office identity.

Content Contribution: Provide a senior-level contribution to specific programme areas within E3G’s portfolio. You will lead E3G’s work in Germany, CEE and how this is manifest internationally. You will also lead on cross-cutting agenda such as just transition.

As part of these duties, you would be expected to; deliver the expected technical/ programme leadership; identify new opportunities and risks to E3G’s mission in your jurisdiction and co-design with Associate Directors programmatic responses; and liaise with Associate Directors leading E3G’s programmes – to ensure staff locally understand the context in which they are required to deliver.



Funding and Funder Relations: Working as part of the E3G SMT to define an overall strategic fundraising plan for E3G; ensure E3G fundraising plans are adequate to support their existing teams and agreed country development objectives; be accountable for the delivery of the grants/assigned funding within their country portfolio; maintain strategic relationships with key funders to maintain and develop potential funding flows; and ensure quality control of all deliverables and outputs.

Organisational Leadership & Development: Be an active member of the E3G Senior Management Team working to ensure E3G has the strategies, systems, capacity and capabilities to deliver its evolving mission. Work as a member of the International Management Team to ensure effective delivery of “one E3G” policies.

As part of this you would be expected to, work collaboratively as part of the SMT to develop E3G’s overall mission and organisational strategies and delivery plans; work as part of the SMT to ensure E3G develops and implements the policies and systems needed to underpin its mission and strategies; actively communicate E3G’s work & reputation beyond their specific programme portfolio; promoting E3G’s wider mission and expertise; be available to mentor and support staff beyond their direct line management responsibilities.