



About Coal Action Network

Coal Action Network is a not-for-profit campaigning organisation which seeks to end the UK's use and support of coal, as well as supporting related campaigns against fossil fuels.

We have made significant contributions to stopping new UK open cast coal mining, raising the profile of metallurgical coal mining such as the West Cumbria Mine, and playing a key role in the international network of insurance campaigns. Currently we are engaging in tactics that range from street-based creative action, to online mass mobilisations, legal challenges and corporate engagement, and strengthening networks. We always centre front line communities directly affected by coal and fossil fuel extraction and practice on-the-ground solidarity as well as platforming stories and voices.

CAN currently consists of a five-person team of part-time campaigners who jointly run the operational duties of the organisation under a flat pay and non hierarchical decision-making structure.

Read more [here](#) about CAN's Vision & Mission

The Role

Job Title: Fossil Fuel Finance Campaigner (UK)

Salary: £31,200 Pro rata FTE

Hours 21 hours per week (3 days)

Place of work: Remote

Contract type: Permanent

Application closing date : Tuesday 18th April (midnight)

Interview date: Thursday 27th April

Start date (negotiable): 26th June

Background to the role

The UK is a hub for the funding and insurance of fossil fuel projects around the world. The London insurance market, including Lloyd's of London, accounts for half of global energy insurance premiums. Over the past two years, Coal Action Network has played a vital role in pressuring insurers to stop underwriting the Adani Carmichael mine, Trans Mountain Pipeline Extension, and the East Africa Crude Oil Pipeline.



Purpose

You will play a key role in ending insurance cover for fossil fuel projects by challenging the world's biggest energy insurer, Lloyd's of London, and its members. This new unique role will also leverage CAN's insurance campaigning capacities to win critical fights against UK coal mines. Your work will centre frontline communities impacted by coal and fossil fuel projects and amplify their voices.

You will work in a team alongside three other insurance campaigners, liaising as necessary with CAN's UK coal campaigning team. In our non-hierarchical structure you will hold equal agency in decisions affecting the organisation, and, after your probationary period is passed, you will have the option to become a voluntary Co-Director, sharing legal responsibility for the organisation.

If aspects of the Role Description are unfamiliar to you, please see the 'Non-essential' section of the Person Specification for details of what you can learn on the job.

Responsibilities

- **Network building**
 - Work with frontline groups affected by fossil fuel extraction to guide how, when, and where we can most appropriately apply pressure in line with their goals and aims
 - Work across a network of organisations working around the UK insurance sector, to collectively establish how best to apply widespread and varied pressure
 - Engage other allied organisations so that they might take up action against fossil fuel insurance
 - Develop and engage CAN's supporter base to sustain longer term pressure through regular emails, text messages, and social media posts
 - Attend regular partner meetings including working inside the Defund Climate Chaos and Insure Our Future coalitions, and networks relevant to our UK coal campaigns
- **Actions**
 - Run digital actions using a diverse range of tactics to both engage supporters, and apply pressure on our targets
 - Plan physical actions outside key targets
 - Support other groups wanting to organise their own actions

- Create resources that can be used by local and frontline groups, both to support specific actions, and as templates going forward
- Occasional public speaking at events, actions, or media appearances
- **Campaign Development**
 - Jointly developing and progressing our campaign strategies to help stop insurance for fossil fuel projects
 - Identify opportunities for CAN's insurance campaign and it's wider campaign network to put pressure on UK coal extraction
- **Media and press**
 - Stay up-to-date on developments relating to Lloyd's of London, the wider insurance sector, and fossil fuel extraction in the UK.
 - Work with supporters taking action to gain local and national media coverage
 - Amplify related media and press gained by other groups where relevant
 - Produce blog posts and articles relevant to CAN's campaigns
- **Organisational**
 - Participate in collective decision-making processes about strategy and the running of the organisation
 - Contribute to building funding bids and reporting back to funders
 - Take and/or share responsibility for a range of other short-term operational tasks which are shared and sometimes rotated among the CAN team e.g. organising an away day, improving internal comms, participating in hiring processes etc. These responsibilities can be tailored to your expertise and interests.
 - Any other appropriate tasks as agreed with the team

Person Specification

Essential

- Experience of sustained campaigning and mobilising others to take action.
- Experience of identifying strategic campaigning opportunities and utilising appropriate tactics
- Ability to work as part of a team, collaborating on shared projects within the organisation and with partner organisations.
- Proven ability to write, copy-edit and proofread using clear, persuasive, and plain language with good command of written English for a variety of contexts.
- Familiarity with using social media
- Ability to manage your own workload and use your initiative, working unsupervised with transparency
- Experience of taking collective decisions or action in a non-hierarchical space



such as a co-op, volunteer group, activist collective or flat-structured workplace

- Commitment to the goals of the climate justice movement, and support for the Vision & Purpose of CAN.
- Proven commitment to and understanding of principles of environmental justice, grassroots organising
- Understanding of, and/or ability to teach us more about solidarity work, environmental racism, extractivism and energy justice
- Willingness to learn new skills relevant to the job description
- Willingness to travel to meetings and events, to work some flexible hours alongside regular core hours, including occasional weekends and evenings, to be agreed as a team.

Non-essential

These skills and knowledge will help you in the role, and if you don't have them we can arrange training for you to learn them:

- Using Action Network to schedule email actions and events
- Writing press releases & pitching articles to press
- Editing a Wordpress site
- Knowledge of the fossil fuel insurance industry and the campaigns against it
- Knowledge of the current landscape of coal campaigning in the UK

How to Apply

Please read the Job Description and Person Specification before applying for this role.

- **Please provide a CV and up to two pages of text** addressing how you meet the points in the person specification, giving examples of relevant experience (paid or voluntary).
- **Please provide contact details (email and phone number) of two referees** who can comment on your suitability for the role (in a paid or voluntary capacity, not a family member or partner/spouse).
- **Please complete and return an Equal Opportunities Monitoring form** (this will be processed anonymously)

Deadline for applications is midnight Tuesday 18th April 2023



Please send all applications and queries to isobel@coalaction.org.uk with the word 'Application' in the subject line, stating which role you are applying for.

Recruitment Process

You will be contacted by Friday 21st April 2023 to confirm whether you have been shortlisted and offered an interview.

Interviews will take place on Thursday 27th April

Interviews will take no more than one hour and will take place on Zoom. Please advise us if there are any accommodations you will require in order to attend the interview and participate fully in it.

We will advise you 24 hours in advance of the kinds of questions we will be asking you to allow you some time to prepare. We see the interview as a two-way process, so you'll be invited to challenge us or ask questions at any point.

If we are able to offer you the role will be notified by 28th April

Ideal start date for the role is w/c 12th June 2023 but this is negotiable and can be as late as July 2023.

Inclusive Hiring Commitment

We particularly welcome applicants from backgrounds currently under-represented in paid roles in the UK environmental movement, including people from BAME and migrant backgrounds, refugee backgrounds, people who identify (or have identified in the past) as working class, gender diverse people, people with disabilities, and people from or based in the North of England, Wales and Scotland.

If our equal opportunities monitoring indicates that we have not received a diverse range of applications then we will re-open the application process, in which case you will be notified and your application will be automatically re-submitted.

If a final decision rests on two applications of equal standard, the principle of ['positive action'](#) will be applied with regard to protected characteristics.

Home and office working can be supported with equipment if necessary



We are committed to improving our commitment to diversity and inclusion, and to decolonising the environmental movement. We welcome applications from people who will challenge us to go further in doing this.

Please contact us if you have questions or comments regarding accessibility and inclusivity or about other aspects of the job advert or recruitment process.

Please inform us if you would need paid childcare cover or any adjustments relating to disability in order to attend an online interview.

Workplace details

We are a remote-working organisation looking to grow from a 5-person to a 7-person staff team.

We meet on zoom twice weekly: once as a whole team and once to work on our campaign projects. In between we communicate using email, slack and Signal. We meet in-person several times a year.

We all work part time and are supportive of flexible working arrangements alongside core hours. We are sometimes required to work outside of normal office hours, for example to attend events.

We are a non-hierarchical organisation, so we do not have managers or bosses but make agreements and decisions by consensus, and direct our own workloads collectively and individually. We have equal say in decisions affecting our work.

We support our staff with a range of enhanced leave options and employment terms in our contract.

We are registered as a not-for-profit company limited by guarantee and as such are legally required to have directors who take legal responsibility for the organisation. To maintain a commitment to non-hierarchy, all employees are encouraged to become directors, but this is entirely optional.

We recognise that non-hierarchical organisations are not immune to creating barriers to participation in the workplace, so we encourage people to challenge us to improve and adapt our workplace policies, structures, internal communications and working culture to become more inclusive.