



## HEAD OF SYSTEMS TRANSFORMATION

### AT A GLANCE

<b>The role</b>	The Head of Systems Transformation will play a pivotal role in the Climate Champions' team. Their responsibilities include shaping our overall system change strategy, then leading a team of expert thinkers and inspiring campaigners to deliver high impact outcomes for a resilient, 1.5C aligned world.
<b>Duration</b>	Full time role (over 36 months)
<b>Contract duration</b>	3 years
<b>Remuneration level</b>	£100K - £120K, depending on experience and location. The remuneration is inclusive of pension, annual leave and all benefits
<b>Start date</b>	1 January 2022 or as soon as possible thereafter
<b>Location</b>	Flexible - we are actively seeking candidates in the MENA, Africa and LaTAM regions however welcome applications from all over the world.. We are a global team, so the role may require some travel.
<b>Annual leave</b>	6 weeks unpaid leave
<b>Reporting to</b>	CC Global Executive Director
<b>Other</b>	<ul style="list-style-type: none"> <li>• The candidate is expected to work from home, with occasional travel as and when requested.</li> <li>• In some locations, a collaborative office space may be available.</li> <li>• The candidate is expected to provide and maintain their own ICT and work tools.</li> <li>• Out of town travel and other work related expenses will be reimbursed in line with the travel and expense policy</li> </ul>
<b>Recruitment process</b>	<p>Submit your CV and brief cover letter (no more than one A4 page) to <a href="mailto:opportunities@climatechampions.team">opportunities@climatechampions.team</a></p> <p><b>Please mention 'Head of Systems Transformation' in the subject of your email.</b></p> <p>The post is open to independent contractors and job seekers, as well as employees who can secure a secondment agreement with their employer.</p> <p>Applications will be assessed on a rolling basis, with interviews taking place virtually.</p>

# The Climate Champions Team



## Background

The Climate Champions Team provides support to the UNFCCC High Level Climate Champions to deliver on the mandate from Parties: to drive climate action and enhance ambition by non-state actors. Working with the Marrakech Partnership and other partners, we mobilise businesses, investors, cities, regions and civil society and act as a bridge between non-state actors and national governments to reach the goals of the Paris Agreement. At COP26, the two serving High Level Climate Champions launched [a five year plan](#) to deliver on the mandate from Parties. It sets out objectives and details of the tools employed to achieve them, across six key functions for the work of the Climate Champions Team for the period 2021 - 2025.

The global team is resourced to support the major campaigns [Race to Resilience](#), [Race to Zero](#) and [Glasgow Finance Alliance for Net Zero \(GFANZ\)](#), as well as sector-focused systems transformation using the [Climate Action Pathways](#) and [2030 Breakthroughs](#). Alongside this, we are continuing to strengthen the accountability mechanisms of the campaigns and assess the overall state of systems transformation as we prepare to support the global stocktake.

Our Head of Systems Transformation role will suit mission driven individuals that thrive in fast-paced, ever-evolving and diverse teams. You will be comfortable juggling different priorities and balancing multiple - and at times - competing demands and work in ways which are highly collaborative and engaging with a wide range of stakeholders at all levels and across all sectors of the economy, policy and society.

## Responsibilities

As the Head of Systems Transformation, you will have primary responsibility for shaping and implementing the Climate Champions' Systems Transformation objectives and strategies, working closely with the High Level Climate Action Champions and their Senior Leadership Team. The successful candidate will provide leadership to our team of sector leads, working with a talented team and partners across the sectors, governments, investor networks and not-for-profit organisations.

1. Set the vision for, and deliver, our Systems Transformation work. This scope covers real economy sectors and natural earth systems.

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2. Devise a structured portfolio of campaigning objectives to align global systems with the most ambitious goals of the Paris Agreement. This requires a comprehensive systems approach and [systems change tools](#), understanding change levers and tipping points, considering demand and supply side actors, finance, employee and civil society groups, among others.
3. Lead, directly manage, and occasionally recruit a diverse, internationally based Systems Transformation team of expert thinkers and system-level campaigners. Guide, inspire, motivate and mentor all team members as appropriate. Create a highly collaborative change-oriented environment using best-practice techniques to deliver change.
4. Engage with senior stakeholders across all sectors and their climate action initiatives to build and amplify momentum in the Race to Zero and Race to Resilience. Support the High Level Champions and their Senior Leadership Team with appropriate Systems Transformation materials for high level engagements.
5. Identify campaigns and initiatives that will bring high impact outcomes to COP28 and beyond. Push for new, radical collaborations across all types of sectors, geographies, and non-state actors (businesses, investors, cities, regions, states).
6. Working with the Champions' Project Management Office (PMO) team, curate the tools and methods for systems transformation in the Champions' team, and maintain shared resources for systems change using a full suite of online tools to support delivery activities of the whole team
7. Ensure integration of the Systems Transformation work with the Marrakech Partnership to support the operationalization of the ['Improved Marrakech Partnership for Global Climate Action for Enhancing Ambition 2021 – 2025'](#).
8. Act as a bridge to national governments to ensure Systems Transformation ambition and action under the Race to Zero and Race to Resilience deliver elevated ambition in Nationally Determined Contributions under the Paris Agreement as well as alignment of COVID recovery investments with the transition to net zero emissions.
9. Represent the sectors' NSA communities in co-creating ambitious plans with current and incoming COP presidency teams.

As this is a new and fast evolving team, the responsibilities are not set in stone. Rather, we expect the post holder to be adaptable and help develop the function in line with the changing requirements.

## **About you**

The successful candidate will have acquired deep experience of Systems Transformation and team leadership. You will be a highly motivated self-starter, happy working across different

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cultures and regions in a high-profile, fast-paced environment. You are able to exercise sound judgement in engaging diverse sectors and are experienced at building coalitions and fostering collaboration across a wide range of actors.

## Requirements:

- Strong understanding of system change theory, with practical experience across real economy sectors and earth systems, preferably with exposure to emerging markets and developing countries, and an excellent grasp of the levers of change to achieve the objectives of the Paris Agreement
- Numerically literate with a robust understanding of multilateral political processes. Familiarity with the mandate of the UNFCCC High Level Climate Action Champions and related partners including the COP Presidency, the Marrakech Partnership and the UNFCCC Global Climate Action Secretariat highly desirable
- Strong leadership and interpersonal skills, with a real commitment to supporting the wellbeing and the effectiveness of others
- Proven track record of engaging effectively with senior level/C-suite public and private sector leaders
- Outstanding team, process and project management skills, with ability to juggle multiple priorities and deadlines, and bringing out the best in a diverse team across a broad range of global geographies and time zones
- Excellent communications skills, verbal and written, with strong analytical skills and attention to detail
- Collaborative and collegial working style, with flexibility and agility to grow in the role and shape activity to the evolving requirements of the Directors
- Determination to support ambitious climate action, and a commitment to the Climate Champions core values (below)

# The Climate Champions Team



## Core Values

- **Unite behind the science:** we commit to make the changes scientists tell us are needed.
- **Build upon the incredible work to date:** we will cross-fertilize and amplify the work of the many heroes who have already committed so much to addressing climate change.
- **Take into account different ideas and perspectives:** we're willing to be challenged and to challenge, we look for the best in people and the best, most sound and most credible ideas, wherever they come from.
- **Practise stubborn optimism:** we recognize the scale of the problem, combined with an absolute determination to build our way out.
- **Seek progress not perfection:** all of us can be criticized and many of those best able to advance this issue are currently the biggest causes of it. We can't allow cynical greenwashing, but all who are serious about tackling climate change positively will be welcomed.
- **Be humble and generous:** we keep our egos in check and work together for the good of the whole

## Code of Conduct

As a member of the Climate Champions Team you are required to adhere to the highest standards of conduct and behaviour, protecting the integrity of the mandate from Parties, the UNFCCC process, the UNFCCC institution and the COP presidency. Prior to joining the team, you will be required to familiarise yourself with, and sign up to, the UNFCCC Code of Conduct. And shortly after joining, there will be a number of mandatory induction meetings to ensure you have the information and tools needed to work to the highest standards.