



**OXFORD HR**  
SEARCH FOR A BETTER WORLD

# Climate Director

April 2023

**IDDRI**





# A word from the Executive Director

Do you want to make a difference in tackling climate change? Come and join IDDRI, a work-leading think tank, notably recognised for its impact on the Paris Agreement and which supports its ambitious implementation both in terms of international cooperation and concrete transformations in key countries, with a strong focus on emerging countries and Europe.

Negotiating the ecological transition is an urgent obligation if we want to ensure prosperity for all: the most unfair of all possible futures is the no-transition scenario. In extremely turbulent political times at global and at national scales, negotiating the transition, an immense political challenge, is also a critical path and opportunity to rebuild the possibility of mutual trust, cooperation for collective action, and democracy, instead of resignation or unilateral strategies.

This is exactly the mission statement of IDDRI, the sustainability think tank based in Paris, with a prominent position in international environmental and sustainability governance (climate, biodiversity, ocean, 2030 Agenda) and at the scale of country and sectoral transition.

Join us at IDDRI to contribute in developing our Climate strategy and implementing it along with an agile team of experts and influencers, with a diversity of backgrounds, committed to tackle climate change and ensure prosperity for all.

By joining us, you will also contribute to the institute's overall impact capacity, that relies on its interventions in all major sustainability issues (climate, biodiversity, ocean, Agenda 2030, energy system transformation, food system transformation...).

I look forward to hearing more about you!



**Sebastien Treyer,**  
Executive Director



# About IDDRI

We are a world-leading think tank that aims to strengthen international cooperation for a prosperous future for all, compatible with the limits of the planet, in both the North and the South.

To do so, we propose change trajectories based on rigorous research and ongoing dialogue with experts and stakeholders from around the world, bringing their knowledge of the specific challenges of their country and helping to forge a common vision.

To date, IDDRI is 22 years old. Our organisation brings together around fifty employees and works with a large network of think tanks and partner universities around the world. It is organized around 7 programmes: Climate, Biodiversity, Ocean, Agenda 2030, Deep Decarbonization Pathways, Agriculture, and Lifestyles.

[www.iddri.org](http://www.iddri.org)



# The Role

<b>Title:</b>	Climate Director
<b>Reporting to:</b>	Director of Programmes
<b>Location:</b>	Paris – rue du Four (St Germain des Prés)
<b>Contract:</b>	CDI (no fixed term)

This is an exciting opportunity to join a highly respected, connected and innovative think tank at the heart of the policy debate on climate governance.

IDDRI is looking for a Climate Director, ready to take on the challenge of developing the new impact strategy on Climate governance, building on IDDRI's existing networks and on its past and ongoing interventions.

# Climate as a key priority for IDDRI

Since its creation in 2001, IDDRI has always considered climate, biodiversity and development as three intertwined issues and has based its intervention on these three pillars.

IDDRI is recognised for its work on international cooperation for climate. Founded by Laurence Tubiana, who was notably the Ambassador in charge of negotiations for COP21, IDDRI played a key role in shaping the content and promoting the adoption of the Paris Agreement on climate change. Since then, IDDRI has sought to build on the spirit of the Agreement and to maximise its scope for an ambitious implementation in terms of mitigation, adaptation and finance.

IDDRI does this through a combination of three types of interventions:

- Facilitation of negotiations among the international climate community, with which we organise second-track diplomacy dialogues and formulate proposals for enhanced international cooperation,
- Setting up and coordination of international initiatives to support the concrete implementation of the Paris agreement, both in terms of mitigation (Deep Decarbonization Pathways initiative) and adaptation (GAP-Track and Adaptation without Borders initiatives)

- Interventions aimed at transforming key sectors (energy, transport, agriculture, etc.) at the European level, a key continent for fostering the transition at the global level, taking into account all its dimensions, in particular its social and economic aspects.

The Climate Programme is currently in charge of developing IDDRI's interventions towards the international climate community, initiatives on adaptation and activities aimed at the just transition of the European energy system. The Climate programme is intended to work closely with IDDRI's other programmes (Deep Decarbonization Pathways, Agriculture and Food, Transport, but also Biodiversity, etc.).

IDDRI's excellent integration into the international climate community has recently led to the appointment of Lola Vallejo, current Climate Director, as co-Chair of the UNFCCC Mitigation Work Programme. In this context, while supporting Lola in this important mission and continuing to benefit from her expertise, IDDRI has decided to appoint a climate director in complementarity to her role as Global Climate Policy Lead.

# Mission

Reporting to the Director of Programmes and interacting closely with the Global Climate Policy Lead, the Climate Director is responsible for IDDRI's impact on climate issues.

To achieve this, the Climate Director leads a team of researchers and supports them in their capacity development and the achievement of their mission. The Director is responsible for the high quality of the unit's impact strategy with a view to influencing policy debates and decisions. They ensure the scientific quality of IDDRI's outputs in the field of climate change and contribute to the Institute's fundraising efforts.

They will also contribute to the development and implementation of the Institute's overall vision and strategy and will work in close cooperation with the other services and teams in IDDRI; with the other thematic units, the communications department for the promotion and implementation of the impact strategies and with the administrative services (fundraising, human resources, general support services).



# Responsibilities

## **Impact strategy development and implementation**

Within the terms of the overall strategy, and in collaboration with the team, you will develop the impact strategy of the Climate unit, be responsible for its implementation and the regular evaluation of its achievements with a view to fostering collective learning and making any necessary adjustments. You'll also contribute, under the leadership of the Director of Programmes, to the general development of IDDRI's overall work programme.

## **Supportive and effective team management**

This will involve contributing to the collective understanding and ownership of IDDRI's strategy and fostering the team and collective spirit in the organization. You will also provide effective support and coaching to team members, including direct support to researchers in the content and methodological approach of their work.

## **Intellectual outputs**

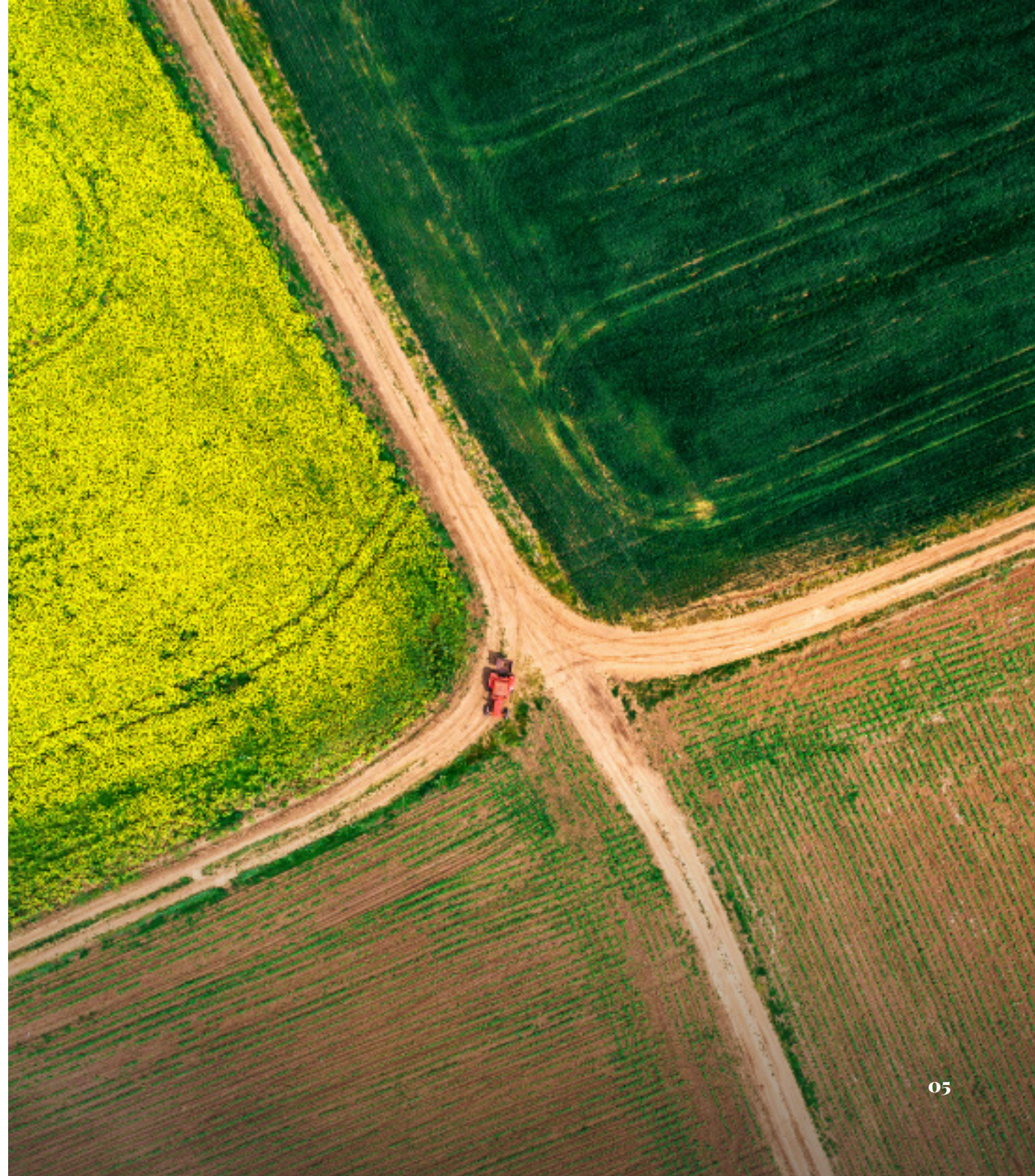
Besides ensuring the scientific and policy relevance of the unit's strategy, you'll be in charge of developing networks and dialogues with relevant stakeholders (public and private, NGOs, etc.) and also conceive and when necessary, lead research programmes with IDDRI's key partners.

## **Communication and representation**

Your role involves a good level of influencing. This requires representing IDDRI in high level meetings and the media, as well as ensuring the team's participation in the relevant technical and policy arenas. You'll also define, in cooperation with the Communications team, an impactful communications strategy.

## **Fundraising, finance, and overall management**

You'll be responsible for proposing the allocation of resources in support of the strategy and within the means and overall constraints of the Institute. You will manage and report on the unit's budget, develop and implement the unit's fundraising strategy, and contribute to the IDDRI's overall core funding.





# Candidate Profile

## Qualifications required

- Master's degree in a field closely related to climate policies; A PHD would be an additional asset
- 8 years of experience in a similar organization (think tank, NGO) or in the public or private sector. A combination of experiences would be an asset
- At least 3-4 years of successful management experience
- An experience of global governance processes or national / regional policy processes and networks relevant for climate

## Required Skills and competencies

- Strong strategic thinking with the ability to develop impact strategies and to be innovative and decisive.
- Capacity to prioritize the policy and political processes that would have the most impact for climate change
- Experience in the academic and political debates on climate policies
- Good team and project (including budgets) management skills
- Fundraising and managing successful partnerships
- Excellent interpersonal and communication skills (written and oral) including debating and public speaking skills
- Strong team player, combining scientific rigor with a flexible and cooperative spirit
- Open to debate, answerable, and able to take a step back to ensure greater overall insight
- Fluent in English (native or C1 level) and a reasonable command of French (with the potential for holding debates in French within a year)







# What will you find at IDDRI?

You will join a high-performing think tank that has grown to be very influential in both the French and International arena, while retaining its agility and great level of intellectual freedom.

You'll be in a team that combines science and research-based advocacy with approaches to effectively foster the policy and practice changes where they need to happen, ensuring that real policy and sustainable impact is at the core of IDDRI's work.

Staff at IDDRI enjoy the institute's values and ways of working that promote collaborative approaches at all levels, encourage staff to be propositional and innovative, foster great intellectual debates and personal development. This contributes to a pleasant working environment that is not afraid of robust exchanges because they always remain respectful.

IDDRI is very keen to bring more diversity into the team and is particularly encouraging qualified persons from diverse nationalities and backgrounds to consider this role.

The contract type is CDI (contract with indefinite duration) and involves a four-month probational period.

IDDRI's terms and conditions offer a fair and competitive salary scale and French working conditions apply (35 hours/week, 5 weeks annual leave in addition to public holidays, social security and complementary medical cover, restaurant tickets, contribution to public transport, etc).

IDDRI's office is located in the heart of Paris' quartier Saint Germain, a particularly pleasant location in the French capital, with very easy access using public transport.



# How to Apply

All correspondence, at this stage, should be via Oxford HR.

To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter in two different documents. The CV should be up- to-date and no more than 2-3 pages.

The documents should be saved in MS Word in the following format: Your First Name-Your Last Name- Document Name-Date (mmyy) -Organisation-Role e.g., Sara-Musa-CV-0423-IDDRI-Climate-Director or Sara-Musa-CoverLetter-0423- IDDRI-Climate-Director

The cover letter should be no more than 2 pages long – bullet points are acceptable. It should explain:

- why you are interested in this role.
- why you are interested in IDDRI
- how your skills and experience make you a good fit for the role.

For guidance on preparing a statement, please see [here](#).

## Timeline

Closing Date:

1<sup>st</sup> June 2023

First Stage Interviews:

Selected candidates will be interviewed on a rolling basis, ending on 12<sup>th</sup> June 2023.

Final Interviews:

11<sup>th</sup> July 2023

## Selection process

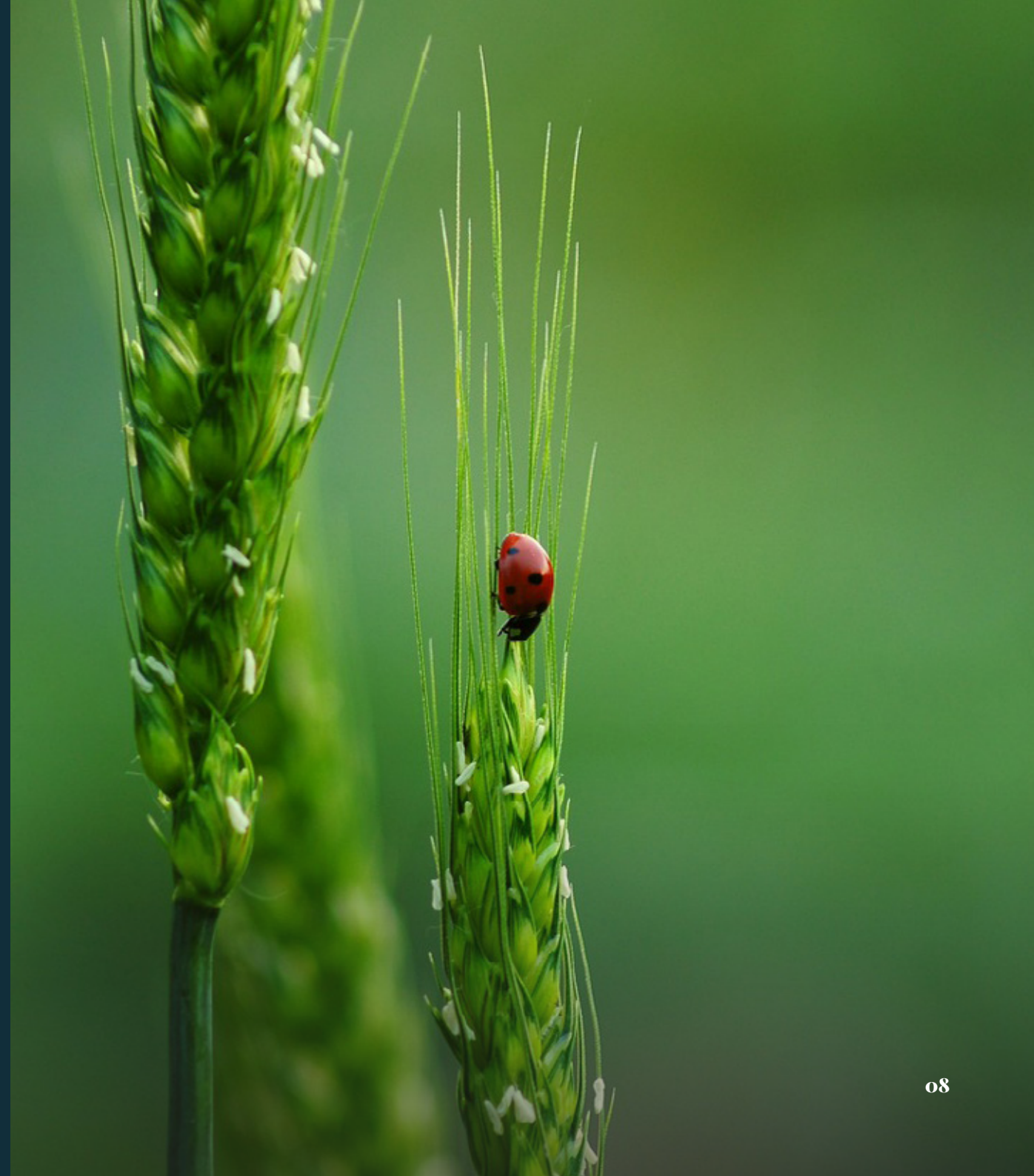
All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

## Equality Statement

Equality and diversity are very important for IDDRI. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

## Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at [iddri-climate-director@oxfordhr.com](mailto:iddri-climate-director@oxfordhr.com) in the first instance.







# About Oxford HR

Exceptional leaders can inspire change and propel purpose-led organisations towards reaching their world-changing goals. Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success.

Oxford HR is a global leadership consultancy dedicated to searching for and supporting remarkable leaders and teams in purpose-led organisations.

We understand the nuances of purpose-led leadership because we've worked in organisations across the breadth of the sector ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.





**Oxford**

46 Woodstock Road  
Oxford  
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

**Amsterdam**

Korte Schimmelstraat 12  
1053 SZ  
Amsterdam

The Netherlands

+31 (0) 683 334 473

**Nairobi**

Workstyle Africa,  
1 Park Avenue, 3rd Floor,  
1st Parklands Avenue,  
off Limuru Rd  
Nairobi,  
Kenya

+254 (0) 715 163 631

**Singapore**

6 Battery Road  
#06-16  
049909

Singapore

+65 (0) 9114 1439

**Washington**

Opening Soon!