

Campaign Manager: Energy

Recruitment pack



Job information

Job purpose

To lead and manage Friends of the Earth Scotland's energy campaign team in the development and delivery of engaging, impactful, people-powered campaigns to phase out fossil fuels and win a just transition to publicly owned renewable energy.

Location

Hybrid working arrangements with weekly attendance at one of our offices (Edinburgh or Aberdeen). You will also be expected to undertake regular travel within Scotland and occasional travel in the wider UK/overseas.

Team

Leading the Campaigns team and working closely with the Movement Building and Communications teams.

Hours

This is a permanent post, 5 days per week (4 or 4.5 days per week may be considered)

Salary & Benefits

£42,500-£45,000 (Full-time equivalent) dependent on experience. This post sits in Band C of our salary bands.

You will receive a pro-rata share of 28 days annual leave and 11 days statutory holidays.

Friends of the Earth Scotland operates a Company Pension Plan with NEST, which includes an ethical option.

Apply for the role

Application

Please send a completed application form highlighting your experience and explaining why you would be a good fit for the role to **recruitment@foe.scot**.

We would be grateful if you could also complete our Equal Opportunities Monitoring Form and include this in your email.

Candidates who have been selected for interview will hear shortly after the closing date. The recruitment process will include an in-person interview in our office in Edinburgh. Please let us know if you have any access needs during the selection process.

Closing date: Monday 31st of August 2026 at 12 noon

Interview

Interviews will take place on Wednesday 16th of September 2026 in Edinburgh

Not sure if you fit?

In this pack, we've included a list of key accountabilities and detailed responsibilities as well as a person specification outlining the attributes, knowledge and experience we are looking for in candidates for this role.

We would encourage you to think broadly about how you might evidence these skills and experience in your application.

If you're excited about working for us and have most of the skills and experience we're looking for, please go ahead and apply.

About Friends of the Earth Scotland

Who we are

Friends of the Earth Scotland is Scotland's leading environmental campaigning group, working to help people in Scotland look after the planet for everyone's future.

Our vision

Friends of the Earth Scotland's vision is of a world where systems of power and resource use are transformed so that all living beings and ecosystems have what they need to flourish, now and in the future.

Our mission

- Friends of the Earth Scotland exists to win campaigns for transformative solutions to the root cause of environmental problems.
- We campaign for an end to the climate crisis, for the flourishing of the Scottish environment, and for a democratic Scotland which cherishes and protects the natural world of which we are part.
- We work for an economy oriented towards the needs of communities, ecosystems, and the planet.
- We support people in Scotland to take individual and collective action for environmental and social justice locally, nationally, and globally.
- Working with partners in Scotland and across the globe, we integrate research, political advocacy, strategic communications, mobilisation, and movement-building into focused and ambitious campaigns.

Our values

Hope

Our vision is a vision of a possible world, and that we can act in the here and now to create changes that make that world more likely. In acting on this hope, we do not ignore the enormous environmental losses that have already occurred, the likelihood that many more will occur, or the magnitude of the systemic transformations that are needed to bring our vision about;

Collaboration

We see ourselves as one part of a wide, diverse ecosystem working for transformative solutions to environmental problems. At every level, from our staff team and our Board to the FoEI network, our membership, and our external partners, we work in generous partnership and in support of democratic participation

Creativity

Defending against attack is necessary but insufficient in achieving our organisational vision: we need new relations and systems linking people and ecosystems to do that. Developing these systems is the work of creating as well as dismantling, and we will hold space for creativity in our internal and external work

Care

Care requires systemic measures that recognise the capacities and limitations of people and ecosystems, as well as individual attitudes of kindness and concern. Our internal operations, our interactions with partners, and our campaigning goals will be oriented by care for people and planet

Justice

Environmental and social harms are disproportionately caused by systems of domination and extraction developed by the elites of majority white countries in the global North, and are disproportionately felt among people who are economically, socially, and racially marginalised in the global North and South. We act in solidarity with the people most affected by environmental harms in our campaigning for transformative solutions, and we work to centre fairness and anti-oppression in our internal systems and processes

Integrity

We understand our values as things we hold and things we do. We put them into practice across our internal and external activities, and we reflect and reorient when we fall short of them.

About this role

We are looking for an excellent campaigner to manage our energy campaigns team, steering the development and delivery of impactful campaigns in line with our organisational strategy and objectives.

Friends of the Earth Scotland campaigns for a fast and fair phase out from oil and gas production and a just transition to publicly owned renewables. We oppose new fossil fuel developments and campaign for a rapid wind down of oil and gas production in the North Sea. We believe that the energy transition must be shaped and led by affected workers and communities – not fossil fuel corporations – that Scotland's energy should be publicly owned, and that everyone should have access to the affordable energy to meet their needs.

Our campaign successes, won through working with grassroots activists and other organisations, include stopping fracking and halting the Cambo oil field. We have been at the forefront of campaigning for a just transition, working with trade unions and affected workers.

Current work includes opposing plans for a new gas-burning power station with carbon capture in Peterhead and the Our Power campaign for publicly owned renewable energy. Some work in this portfolio is under review, and the role holder will support new and emerging campaigns as required.

You will have experience in managing and supporting a small team. The energy team is made up of campaigners and communications, political and activism staff. The campaigns manager will provide direct line management to some team members, and will also provide leadership, support, and coordination for areas of joint work across the team.

About this role

The successful candidate will be experienced in campaign strategy and planning, using a range of campaigning tactics to build pressure for positive change.

We are looking for an excellent communicator who will be able to represent FoES and our campaigns at high level in the media, to politicians, at public events and in networks and coalitions.

The role includes project management of a potential piece of strategic litigation in relation to FoES' campaign to stop a new gas-burning power station and carbon capture plant at Peterhead. This is a key piece of work in a long-running campaign with involves close working with the Head of Campaigns and FoES board.

Responsibilities

Leading and line managing the Campaigns Team (3 staff members and a consultant). Responsibility for budget management, including restricted grant budgets.

You will report to the Head of Campaigns.

About this role

Principal Accountabilities

- Responsible for steering and managing the overall development, delivery and success of campaigns and workstreams within the energy team, to achieve organisational goals and objectives.
- Ensure regular monitoring, evaluation, and reporting, and adapting to changing circumstance as required.
- Provide supportive management through regular 1:1s, feedback and performance and development reviews.
- Act as the primary FoES spokesperson for energy issues, and on general climate issues where required, in the media, at political advocacy meetings, political party conferences, activist events and at other events, panels and external fora as required.
- Build and maintain relationships with partner organisations in Scotland and across the UK, as well as within FoE Europe and FoE International, identifying and pursuing areas for collaboration and representing FoES in external meetings.
- Management of team budget and grant reporting; supporting Head of Campaigns and the Fundraising Manager with grant applications as required.
- Contribute to the effective work of the organisation by helping to shape e.g. political, communication and movement building strategies and participating in FoES General Management Group.

About this role

Knowledge, skills and experience

Essential:

- At least 4 years of campaigning experience including developing campaign strategy and work plans to deliver organisational objectives.
- At least 2 years' experience managing a small campaigns team
- Experience monitoring, evaluating and reporting on campaign impact
- Line management experience
- Demonstrable experience of public speaking and acting as a media spokesperson in a range of settings to a high level
- Excellent advocacy and negotiation skills, with a proven ability to influence a range of stakeholders including politicians
- Ability to manage a varied workload, prioritising and delegating tasks effectively
- Demonstrable commitment to climate justice, with experience of embedding it at the heart of campaign work
- Experience managing budgets and reporting to funders
- Strong oral and written communication skills, including experience writing briefings and reports
- Knowledge of the Scottish environmental sector and political landscape
- Knowledge of climate and energy policy

About this role

Desirable, not essential:

- Familiarity with Friends of the Earth Scotland, our work and campaigns
- Experience writing funding applications and reporting to funders
- Experience using strategic litigation as a campaigning tactic
- Adaptable approach to changing campaign priorities, with an openness to the role's focus evolving over time



Equal opportunities

We are committed to offering equal employment opportunity for all and to providing employees with a work environment free of discrimination and harassment.

We are committed to finding the right people for the jobs that we advertise. All employment and recruitment decisions are based on organisational needs, job requirements and individual qualifications, without regard to race, colour, religion, sexuality, gender identity or belief or any other status protected by the Equality Act 2010.

We are committed to increase the diversity of our team and encourage applications from people currently under-represented in the climate and environmental movement. We are working hard to create a space in which people from all walks of life see themselves. We therefore particularly encourage you to apply if you belong to one of these groups or sit at the intersections of multiple systems of oppression.

We monitor Equal Opportunities at Friends of the Earth Scotland as part of the application process. All Equal Opportunities forms are removed from applications prior to short listing.



**Friends of
the Earth
Scotland**

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FOSSIL FOOL

JUST TRANSITION
THAT LEAVES NO ONE BEHIND
SAVE FIT FILL PARK

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END FOSSIL FUELS!
A JUST TRANSITION FOR WORKERS
AND COMMUNITIES