

Climate Justice Strategic Lead

Oxfam is committed to preventing any type of unwanted behavior at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.

Position Number	575
Classification	Category 3Enhanced
Section/Unit	Programs / Program Development and Effectiveness (PDE) Unit
Reports to	Head of Program Development and Effectiveness and such other persons as directed
Hours of Work	35 hours per week
Suitable for Job Share	YES
On Call Duties	NO

Background

Oxfam Australia is part of the global Oxfam Confederation. We work locally with people, communities and program partners in more than 70 countries to fight inequality to end poverty and injustice.

Oxfam Australia has over a decade of experience working on climate change, with a particular focus on the impacts of the climate crisis on poor and vulnerable communities around the world. It is committed to addressing the climate crisis through its work, and does this through global and national climate change advocacy and campaigns and climate change programming.

Oxfam has recently finalised its new Strategic Framework 2020-2025, which sets our aspiration to advocate to end the climate crisis and help communities most vulnerable to climate impact to mitigate risk, build resilience and call for action of climate change.

Scope of Position

The Climate Justice Strategic Lead works closely with program and advocacy partners, peers and allies, as well as across the Oxfam Confederation, to lead Oxfam Australia's work on climate justice. This position is responsible for overseeing the development, monitoring and measurement of agency-wide climate justice strategies.

The role will work directly with Australian based staff and Oxfam country teams, particularly those in the Asia/Pacific Region, to broker technical and advisory support related to climate change and resilient development. It will also facilitate the planning and delivery of effective climate justice advocacy and campaign project strategies.

The role engages in a range of organisational processes, including strategic planning, policy development, technical support to programs, organisational learning, external engagement, fundraising and resource growth.

Key Responsibilities

- Develop, guide and build enthusiasm around the agency's strategic direction on climate justice programming and influencing, including on the intersections between Gender Justice, Economic Justice and First Peoples' justice.
- Facilitate agency-wide linkages and learning to enable advocacy, campaigning, humanitarian and long term development objectives as to be defined and implemented under the new OAU Strategic Plan.
- Facilitate and occasionally lead networks and partnerships with allies, working peer to peer to establish joint priorities and strategic collaborations.
- Facilitate and enable access to expertise on climate justice and resilient development, ensuring the relevance and rigour of Oxfam Australia's climate justice policy and content. This includes keeping abreast of external trends in these thematic areas.
- Manage cross agency project teams to deliver strategic program objectives to time and budget.
- Support the monitoring and evaluation of our work on climate justice, applying reflective practise and interrogating orthodoxy, ensuring a critical, peer and partner-informed lens.
- Support the positioning of Oxfam Australia as the partner of choice for donors (esp. DFAT, corporates, key supporters)
- Act as an Oxfam representative in engagements with political and private sector decision-makers, in the media and at public events – speaking on a credible basis to share expertise, deliver policy recommendations and leverage the Oxfam brand for change.
- Ensure all aspects of work have strong and well informed gender, diversity, equity and representation perspectives.
- Other related duties as delegated.

Living our Values

- Accountability – You are able to set clear goals and monitor personal progress against them.
- Empowerment – You are capable of having open, honest and respectful dialogue with others, respecting and including partnerships and communities perspectives into our working activities.

- Equality – You work to high ethical standards and treat all people with respect.
- Inclusiveness – You embrace diversity and able to enrich work activities with diverse perspectives.
- Sustainability – You are committed to achieving sustainable results in all aspects of their work.

Technical Knowledge & Experience

- Demonstrated academic qualifications and technical knowledge and experience of climate justice, climate finance, just transitions and resilient development, or equivalent .
- Excellent conceptual understanding of and demonstrated experience in gender-transformative program and strategy development in the international development and/or advocacy context.
- Experience in developing, overseeing and coordinating complex agency level policy and practice, including fostering internal linkages within an organisation.
- Demonstrated experience in brokering and facilitating strategic partnerships, including but not limited to working across networks, allies, academia and the private sector.
- Understanding of key climate justice trends and practices within the sector.

Personal Skills & Attributes

- High level of cross-cultural communication and interpersonal skills, with the ability to work across a range of cultural contexts.
- The ability to communicate complex technical information into practical guidance.
- Ability to lead and articulate policy and strategy for the sector.
- Excellent written communication skills.
- Strong networking, partnering and representational skills.
- Personal experience of the injustice we seek to address
- Capacity to work under pressure – resilient and optimistic
- Capacity to balance work demands with other life needs and to model an appropriate work style to colleagues
- Openness to change, receptiveness to new ideas, and a capacity to analyse those of practical value
- Initiative and a capacity to work as a member of a team
- Understanding of and commitment to Oxfam Australia's development philosophy, principles and objectives
- Commitment to Oxfam's purpose, culture and ways of working

- Customer and goal focus
- High degree of emotional intelligence and humility
- Growth mindset and desire to cross skill
- Flexibility in work undertaken in order to assist colleagues and the organisation
- Sensitivity to cultural differences and gender issues, as well as the commitment to equal opportunities.
- Openness and willingness to learn about the application of gender/gender mainstreaming, women's rights, and diversity for all aspects of development work.
- Commitment to Oxfam's safeguarding policies to ensure all people who come into contact with Oxfam are as safe as possible.

Travel

Occasional international and/or interstate travel is a requirement of the position. It is a condition of employment that staff abide by all agency security and safety protocols, policies and procedures and the Oxfam International Security Protocol.

Child Safeguarding

As an agency undertaking work both nationally and internationally and in humanitarian response, OAU takes its duty of care seriously to safeguard children and recognises that it must meet community expectations and the trust placed in its personnel to maintain the highest standards of conduct with children. Therefore, all positions within OAU are required to understand and comply with the Child Safeguarding Policy, Code of Conduct, toolkit and and Social Media User Policy.

This role requires work in communities or schools (overseas and domestic) on a regular basis.