

Managing Director

Information Pack – September 2022

EMBER

COAL TO CLEAN ENERGY POLICY



01 Introducing Ember

Ember is an independent energy & climate think tank, using data to drive down carbon emissions from electricity generation and to phase out coal. We gather, curate and analyse data on the global power system – and use our findings to improve energy and climate policy.

You'll be joining us at a period of rapid growth, and be part of an innovative team that's having a global impact in tackling climate change. We are also a founding member of Subak, the world's first non-profit accelerator that scales climate impact through data, policy and behaviour change.



02 About you

Ember requires a senior leadership position as Managing Director to support its next phase of growth.

This position will inspire, empower and lead the Ember organisation and manage its leadership team, and also report directly to the Ember Board.

It requires a personality that combines strategic vision in the climate sector, strong management expertise and technical depth in the area of energy transition.

In return, you will be leading a dynamic and high quality team that is making a major impact in the world of energy change.



GROWING GLOBAL TEAM

We're a team of 35 people across 10 countries – and we plan to double in the next year.



IMPACT-DRIVEN

We're laser-focused on shifting policy to achieve major emissions cuts in the power sector.



ember-climate.org



@EmberClimate

03 Lead a growing global team

Ember is a high-profile global not-for-profit think tank that has achieved leadership in the coal to clean campaign over the past decade.

It has grown significantly in that time from a small unit based in London, to a global organisation of over 30 people with representation in India, China, Australia and Europe.

As Ember is now growing rapidly, and creating more influence globally, it is entering a new phase of organisational development.

It currently has a leadership team based on policy, operations, communications, data and strategy development. Ember also has an oversight Board which supports the overall direction of the group.

It has been agreed between the Ember leadership and the Board that as Ember now enters a new phase of growth a Managing Director position is required to support the key Ember management teams in their aim to expand Ember's impact globally. The role will require a combination of strategic support, leadership development, communications and Board interaction.



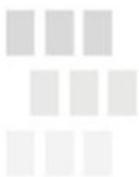
04 Achieve real impact

Ember provides key campaignable data on the energy transition especially in global electricity, and has developed strong capabilities in policy management products, analytical reporting and data visualisation and communications.

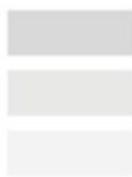
Its Global Electricity Review, for example, is used widely in policy development at governmental level in many countries.

Ember also has a culture of open data sharing, allowing partners and other analytical groups to accelerate the use of data and analysis to promote the energy transition to renewables and away from the risks and inefficiencies of fossil fuels.

We turn data into action



Gather



Curate



Analyse

We gather, curate and analyse data on the global power sector and its impact on the climate.



**Change
policy**



**Shift
narratives**



**Empower
campaigns**

We use our data-driven insights to shift the conversation towards high impact policies and empower other advocates to do the same.



EMPOWERING CAMPAIGNS

Winning a UK commitment to clean power by 2035

- Launched the concept – Used our power sector knowledge to empower other advocates including Green Alliance
- Held roundtable with big energy companies and BEIS
- Convened business letter to show private sector support and commissioned YouGov polling to show public sector support
- Shared UK Clean Power Plan report with Conservative MPs and No. 10
- Wrote briefing advising on BEIS commitment
- Showed how gas price spike increasing energy bills



SHAPING THE NARRATIVE

Reframing the energy crisis away from carbon pricing



- Ember showed Fossil gas is to blame for soaring electricity prices around Europe, not EU climate policy
- Presentations to academics, think tanks and MEPs, experts, industry roundtables, plus widespread media coverage helped shape narrative.
- Our Italian report into the risks of Italy remaining dependent on gas is mentioned in the FT
- Ember charts used by European Commission and posted by its President, Ursula von der Leyen



DEVELOPING POLICIES

Shining a light on coal mine methane

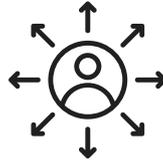
- Our work raising awareness about coal mine methane – and its solutions – has been critical in shaping the EU methane strategy and helping to establish the coal mine methane programme at UNEP
- Our report showing the scale of methane emissions from Australia's coal mines, sparked a national debate and our guidance has supported several campaign groups in the region.



05 Your responsibilities



STRATEGIC COHESION



SUCCESSFUL LEADERSHIP



GLOBAL IMPACT



FINANCIAL DURABILITY

- Work with the Ember leadership team to create a cohesive strategic vision for the organisation in its bid to lead the energy transition from coal to clean
- Develop the skills and capabilities of the leadership and the global team, to ensure Ember continues to maximise its impact across the globe
- Work with the Ember leadership and Board to generate new funding options and support existing funder relationships
- Work with the Ember leadership team to ensure Ember works and impacts as a global think tank, not a UK think tank
- Ensure financial oversight of Ember
- Work with the leadership team to ensure that the various strategy, policy, data, communications and new project areas are aligned and integrated
- Ensure the development of appropriate management processes and systems to ensure the efficient growth and governance and financial management of the expanding Ember organisation
- Explore new areas for the Ember approach to have impact, including expanding our Coal Mine Methane team
- Represent Ember and its work with key stakeholders internally and externally - help to grow the international brand and impact
- Lead on quarterly Board meetings and with Board interface.

06 Your skills and experience

Core

- Leadership role in NGO or private sector (ideally in policy, climate, or energy transition, within a think tank).
- Wide experience in team management in a growing global, remote team. To include previous senior management experience working with analysts
- Track record of working with an organisation to maximise impact
- Excellent communications and teamworking capability, ability to empower others, transparent in approach. An enabler, not a commander. Bring in empathy, to empower the team to change the world.
- Deep managerial and governance experience of growing organisations and people development skills.
- Walking the Ember values – climate passion; evidence not ideology; action and impact-focused; political nous – need to be able to spot the tipping points

Additional

- Strong network of funders and experts in the climate sector
- Experience of working with advisory and management Boards
- In depth knowledge in climate and the electricity transition
- Passion and expertise in the use of data to drive change in the world, data into action

Location

- Remote, able to travel to meet the leadership team in London up to 4 times a year

Contract

- Full time (35 hours), permanent subject to a 6 month probationary period

We are especially keen to encourage applications from people underrepresented in climate change analysis and campaigning. Climate change is a race issue, a class issue, and a gender issue. We welcome applicants with lived experiences of these issues.

07 Working at Ember

Reach your potential in an environment that will let you thrive.

Positive energy

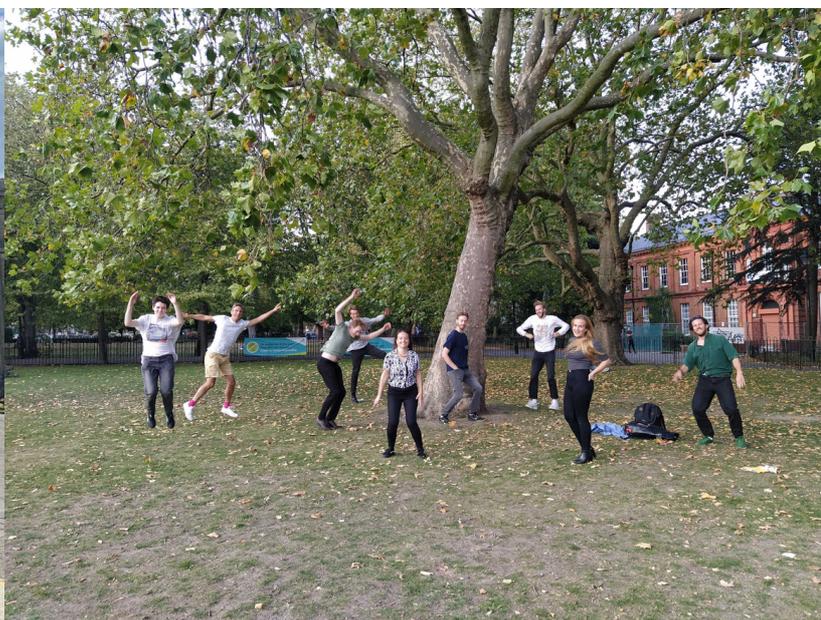
Join a dynamic team tackling the climate crisis and putting an end to coal power. Our colleagues want to make a difference in other ways too. Ember gives time off for volunteering, donating blood and low carbon travel.

Room to grow

We cultivate a culture that promotes learning and supports career development. We hold weekly knowledge exchanges. Colleagues are encouraged to use at least 50 hours for learning and development each year. As Ember grows, there are opportunities for growth within Ember.

Flexibility & wellbeing

Staff wellbeing is our top priority. We fervently support flexible working including the opportunity for part-time and home working.. Ember will work with you to develop the best way of working that meets your specific needs and Ember's. We are always open to considering new and exciting ways of working. We offer free annual eye tests; access to an Employee Assistance Programme; a competitive annual leave entitlement and Ember has quarterly recognition awards for individuals and teams.

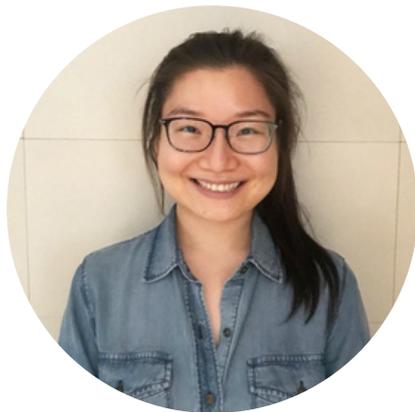


08 Testimonials



Baroness Bryony Worthington
Founder and trustee

Ember has experienced an incredible year of impact on energy and climate policy. The name Sandbag may have changed but the organisation I founded over a decade ago has the same passion for using data and analysis to accelerate positive climate policy tipping points. It's been a pleasure to watch its international expansion helping accelerate the shift away from coal with policymakers and campaigners across Asia.



Seukyoung Lee, Korea Beyond Coal
Partner organisation



SFOC's coal power team is deeply appreciative of our ongoing collaboration with Ember. Ember's analysis and insights on international coal and climate issues have helped us place the Korean issues in a larger global context and added value to our work on multiple occasions. Ember's team supported us with insights and contacts that really helped push our campaign along.

Dr Muyi Yang
Employee



Ember is an organisation that values diversity and forges collaboration across people with different backgrounds and expertise. The small team environment helps build meaningful and supportive relationships, contributing to achieving excellent outcomes in my work on China and Southeast Asia. Ember is growing quickly, and I am so excited about the opportunity to help scale its efforts while retaining the collaborative and supportive team spirit that has powered the organisation.

