



# Friends of the Earth

## CANDIDATE INFORMATION PACK

**Chief Executive Officer**

**March 2025**

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## Friends of the Earth

**Campaigning for faster, fairer climate action to protect people and the planet.**

Friends of the Earth Ireland is a community at the heart of the growing movement for a just world with zero pollution. We are part of the world's largest grassroots environmental network.

We are trying to change the world in the face of opposition from powerful vested interests and we need committed, energetic and flexible people on our team.

You can learn more about Friends of the Earth Ireland and our work [here](#)

## Our Mission and Goals

**We campaign and build movement power to bring about the system change needed for a just world where people and nature thrive.**

We have 4 organisational goals to advance our mission and vision:

1. **Building movement power** - to contribute to building a diverse and inclusive movement strong enough to change the system in a way that supports others' social justice struggles and that aligns with our values.
2. **Driving policy change** - to drive a fair and fast transition to a zero-pollution future.
3. **Cultivating our community** - to ensure Friends of the Earth supporters feel they are members of a mutually supportive community and present ways for them to participate in and sustain the work of the organisation for as long as it is required.
4. **Developing our organisation** - to ensure Friends of the Earth has the robust governance and effective management systems, and the appropriate financial resources, to maximise our impact and to cultivate a positive working environment.

You can read our strategic plan [here](#)

## About the Role

We are seeking a strategic and experienced CEO to lead this change-making organisation at a crucial domestic and international moment for climate, the environment and social justice, a moment when Ireland is not on course to meet its legally binding climate targets.

The Chief Executive provides the management, leadership and strategic direction necessary to achieve the vision and mission of Friends of the Earth Ireland, in line with the organisation's values and policies adopted by the Board.

This is an exceptional opportunity to have a real impact in this highly respected and effective organisation and to motivate, inspire and build the capacity of Friends of the Earth Ireland to bring about the systems change needed for a just world where people and nature thrive.

You will do this as a strategic and effective advocate, building a diverse and inclusive movement strong enough to bring about system change in a way that supports social justice struggles and that aligns with our values. You will be a convincing and experienced communicator and an effective advocate for policy change that accelerates a fair and fast transition to a zero-pollution future.

We are looking for an experienced and dynamic leader with a track record of success and ideally with established credibility within the environmental and/or social justice sectors, someone who will inspire the team, activists, supporters, allies and donors who collectively enable our vital work. The successful candidate is someone with outstanding strategic vision and organisational leadership skills, as well as a collaborative approach to building alliances and trust, and to delivering transformative work internally and externally.

## **KEY RESPONSIBILITIES**

### **Strategic Leadership**

- Provide overall strategic leadership and planning focused on moving Ireland to faster and fairer climate action.
- Lead and promote Friends of the Earth Ireland's unique role in the urgent and critical context of the climate and ecological emergency, working closely and collaboratively with allies.
- Empower the Board and staff to create and articulate a clear vision for the organisation, maintaining focus and strategic direction even when faced with competing priorities and special interests.
- Shape and bring our organisational strategy to life, maintaining relevance with external developments while at the same time ensuring delivery and impact through effective operationalisation.

### **Campaigns, Advocacy and Stakeholder Engagement**

- Lead successful advocacy efforts within the political and policy environment, both in Ireland and the EU.
- Serve as chief spokesperson, a compelling advocate and ambassador for Friends of the Earth Ireland, enhancing its reputation while advancing campaign objectives.
- Build and maintain strong relationships with key stakeholders - policymakers, media, allies, supporters, partners and funders.
- Champion diversity, equality and inclusion in Friends of the Earth Ireland's voice and build capacity of external spokespeople from within the senior team and wider movement.
- Ensure effective relations with Friends of the Earth organisations elsewhere.
- Build and steer shared agendas across the environmental sector and other sectors through effective partnership building with organisations and through coalitions.

### **Organisational Leadership and Management**

- Play a leading role in generating income, driving fundraising growth as a top priority, managing relations with funders, and ensuring the systems and processes needed for effective growth-oriented operations are in place.
- Manage and direct the organisation successfully, with robust operational planning, financial management, evaluation and reporting systems.
- Build an effective, cohesive and high performing team with a culture of accountability and ownership throughout the organisation – with essential capabilities in place (e.g., financial, campaigns, policy)
- Ensure an inclusive, harmonious and equitable work culture in pursuit of our shared goals.
- Ensure prudent allocation of financial resources to deliver the organisation's goals.
- Ensure Friends of the Earth Ireland operates with the highest standards of governance, in accordance with its legal responsibilities with effective systems of governance, risk management and control.
- With the Deputy CEO, support the Board in meeting their governance responsibilities.

## About You

With exceptional communication and relationship skills and an empathetic approach, you will inspire and lead our engagement across the political landscape and collaborate with a widening range of communities, coalitions and partners. Fostering equity, diversity and inclusion, you will be key to our work in pursuit of a just and sustainable world for all. This role requires strategic thinking, a management and fundraising track record, collaboration, and a passion for advancing the mission of Friends of the Earth.

### Essential Criteria

- Proven senior leadership experience and achievements in an organisation of at least similar size and complexity, including successful campaign delivery, fundraising and charity governance.
- Demonstrated ability to build, lead and motivate a strong and dynamic team.
- Highly regarded for your contribution and leadership in the environmental, social justice or related fields, with a deep commitment to Friends of the Earth's mission.
- Outstanding strategic vision with the ability to mobilise and align internal and external stakeholders behind a shared agenda.
- Ability to translate strategy into action and guide implementation effectively to maximise impact and resources.
- Exceptional communication and relationship-building skills, including public speaking, donor engagement and ability to connect with diverse groups.
- Demonstrated commitment to diversity, equity, and inclusion principles, with a strong track record in community engagement.
- Strong understanding of the political landscape in Ireland, particularly the policy and legislative context as it applies to environmental and climate issues, with proven ability to deliver impact at multiple levels of influence (local, national, international).
- Have demonstrable experience of leading on generating sustainable income.
- Highest levels of integrity with a commitment to transparent and inclusive decision making and a strong ethical approach to navigating complex situations.
- Fluency in English as the working language of Friends of the Earth Ireland.

### Values and Personal Qualities

- Deep commitment to and knowledge of environmental and social justice issues;
- Driven and goal focused;
- Empathetic and approachable leader – inspires and develops others on the team and externally;
- Comfortable with visibility and public-facing roles;
- Tenacious in the face of challenges;
- Self-aware, honest, open and a good listener;
- Rigorous and responsible;
- Innovative and curious;
- Strategic and savvy thinker;
- Timely and effective decision-maker;
- Capable of working across political or cultural divides.

## Terms and Benefits

- Full time, Permanent role
- €80,000 per annum
- Dublin based with hybrid working policy
- 25 days annual leave
- 6% contributory PRSA (after 6 months)

## How to Apply

The recruitment process is being managed exclusively on behalf of Friends of the Earth by [Mantra Strategy](#). Friends of the Earth Ireland is committed to being an inclusive and diverse organisation. We welcome applications from all sectors of the community. We do not discriminate based on race, ethnicity, class, religion, sex, sexual orientation, gender identity, age, disability, membership of the Roma or Travelling community and other legally protected statuses. We warmly welcome applications from a diverse range of backgrounds and experiences. We are committed to taking reasonable steps to make our recruitment process as accessible as possible and are flexible in how we receive information. If you would like to apply via a different format let us know how we can support you to be the best you can be.

Informal enquiries in confidence are welcomed by Suzanne Mulholland on +353 86 600 1039.

The closing date is **Sunday 13th April 2025**. Please submit a CV and cover letter to [suzanne@mantrastrategy.ie](mailto:suzanne@mantrastrategy.ie)

It is expected that interviews will take place week beginning 28<sup>th</sup> April 2025.