



**Friends of
the Earth**

Friends of the Earth is hiring a Climate Policy Officer

Closing date: midnight Tuesday 16th June 2026

About the organisation

Friends of the Earth Ireland is a community at the heart of the growing movement in Ireland for a just world with zero pollution. Our mission is to campaign and build movement power to bring about the system change we need for a just world where people and nature thrive. Our work seeks to shift systems and influence decisions in areas where there are strong competing interests, so we value people who are committed, thoughtful, energetic and flexible.

About the role

Friends of the Earth Ireland is recruiting a Climate Policy Officer who will be responsible for delivering policy analysis and advocacy on climate action and fossil fuel phase-out.

The Climate Policy Officer will enhance the influence and reach of Friends of the Earth's policy engagement. The postholder will contribute to research and policy development, engage political representatives and advance advocacy priorities in support of campaigns on faster and fairer climate action and ending reliance on fossil fuels.

Reporting to the Head of Policy, the successful candidate will collaborate with a dedicated and experienced team.

Why Join Friends of the Earth Ireland

This position provides an opportunity to work directly on issues central to Ireland's climate commitments at national, EU and UN level. This role offers a platform to champion climate justice and ensure no one is left behind in the energy transition during a pivotal period in Ireland's climate policy-making.

Despite having a clear legal framework, Ireland's climate progress is currently being stalled by a lack of political urgency and new regressive legislation. Friends of the Earth is navigating a challenging landscape where fossil fuel dependency remains high, households face escalating energy prices, and new policies on gas infrastructure and data centres, jeopardise our climate objectives.

Meanwhile, there will be significant spotlight on Government's climate leadership during its co-hosting of the Second International Conference on Transitioning Away from Fossil Fuels in 2027 and Ireland's EU Council Presidency in 2026.

By joining our team, you will analyse policy threats and opportunities, engage decision-makers, and advocate for policy and legal frameworks to hold Government to its promises and ensure that climate justice takes precedence over fossil fuel interests.

Responsibilities

This role will contain the following responsibilities in the first instance and there is further scope to expand skillset and professional development:

- Research and draft policy positions, briefings, submissions and content for press releases in accordance with agreed work plans and based on analysis of policy developments related to climate action and fossil fuel phase out.
- Carry out political engagement and advocacy and develop relationships with Departmental and Oireachtas officials, party spokespeople and TDs in collaboration with the Head of Policy, using established coordination and reporting processes.
- Support the planning and project management of research projects together with the Head of Policy in line with agreed strategic priorities and funding requirements.
- Explore funding opportunities, support relevant application and funding processes and ensure the satisfactory delivery of relevant grant commitments.
- Develop and maintain relationships with key allies, activists and experts from Irish (and European) civil society and academic networks, in order to inform policy assessments, and develop policy proposals, expertise and advocacy strategies.
- Support our public outreach, and media engagement including preparation of media messages in accordance with communications procedures which may include acting as one of FOE's spokespeople.
- Coordinate policy and advocacy work with colleagues across policy, communications, movement-building & fundraising in support of organisational objectives.

The list of duties is not to be regarded as exclusive or exhaustive. The successful candidate will be required to be flexible, to undertake other relevant duties as may reasonably be assigned, and to work within evolving organisational priorities and agreed ways of working.

About You

Essential skills or experience:

- Minimum 3 years of professional experience in researching and analysing national and/or EU policy.
- A clear understanding of and commitment to intersectional campaigns for climate justice.
- A proven track record of delivering policy outputs to set deadlines, utilising agreed planning and reporting structures.
- A strong understanding of climate/energy policy developments, and the political and policy context for climate action in Ireland and/or Europe.
- Experience in developing or implementing advocacy strategies to achieve policy change.

- High level of written and oral communications skills with the ability to motivate and persuade others, build trusting relationships and get people on board to work for the change we seek.
- Excellent analytical and project management skills, including the ability to respond quickly to external events and demands, while ensuring alignment with organisational priorities and decision-making processes.
- Strong team-work skills and ability to work with a diversity of people, communities, and cultures.

Desirable skills or experience:

- Expertise in climate action, environmental protection, decarbonisation, energy systems, human rights, or corporate accountability.
- Experience in supporting public/digital campaigns and communications with or alongside civil society organisations.
- Experience of public communications including identifying opportunities to get messages to the public in a way that resonates with people and builds support for your cause.
- Experience in dealing with actors from different backgrounds: such as decision-makers, politicians, NGOs, grassroots groups, civil society organisations, activists, researchers, and media.

Personal attributes and competencies:

- Commitment to the mission, vision and values of Friends of the Earth.
- Ability to support the delivery of multiple projects and tasks at one time in coordination with senior colleagues and agreed work planning processes.
- Ability to work independently, use initiative and think creatively and strategically within agreed organisational priorities and frameworks.
- A strong understanding of power and power dynamics and an ability to work together with others to create pressure for change.

Statement on Solidarity, Participation and Inclusion

A commitment to solidarity, participation and inclusion is one of the fundamental values of Friends of the Earth. We therefore endeavour to ensure that everyone, particularly marginalised and disadvantaged groups who might be affected by policy are considered and included in the conversation. We acknowledge our privilege as people working in an NGO and understand the fact that there may be barriers to participation. We strive to expand and diversify civic engagement, by creating spaces for everybody to participate and be included in activism and political change.

As part of this commitment to the values of solidarity, participation and inclusion we strongly encourage applications from those with identities under-represented in the environmental movement, for example: people of colour, LGBTQIA+ people, people seeking international protection or with refugee status, people with a disability/disabled people, or people are who members of an ethnic minority including Irish Travellers.

Terms and Conditions

At Friends of the Earth Ireland, we offer a dynamic, collegiate and values-driven working environment alongside highly flexible working arrangements, including part-time, hybrid and remote options where possible. We also provide generous annual leave with a strong culture that encourages staff to fully disconnect while taking time off.

Conditions are according to Irish legislation including the legal ability to live and work in Ireland. Friends of the Earth Ireland is an equal opportunities employer. We are committed to creating an inclusive workplace that values diversity and welcomes applications from people of all backgrounds, communities and experiences. We do not discriminate on the basis of gender, civil status, family status, sexual orientation, religion, age, disability, race, membership of the Traveller community or socio-economic background. We particularly encourage applications from groups underrepresented within the climate and environmental sector.

Please note: The role description set out above is not final and may be changed prior to issuing a contract to the successful candidate – following consultation with the candidate.

The working language is English, but applicants are not required to be native speakers.

Contract duration: This is a 2-years fixed-term contract, subject to organisational funding. As a non-profit organisation all roles are subject to funding. A 6-month probation period applies.

- **Hours per week:** This is a full time post (35 hours per week). There is a possibility the organisation would consider a proposal from the successful candidate for flexible working patterns or a slightly reduced working week.
- **Location:** The position is based in our office in Mount Street Upper in Dublin 2, however we continue to facilitate hybrid working in so far as practicable. The post-holder will need to be willing and able to be in Dublin on a weekly basis for certain meetings and activities as required by the role, including at short notice.
- **Annual Leave:** Full-time employees get 25 days paid annual leave a year.
- **Salary:** The starting fulltime gross annual salary for this post is between €42,589.79 to €47,985.70 depending on experience, with incremental pay increases every 12 months.

To Apply: Send your CV with a 1-page cover letter to jobs@foe.ie by midnight Tuesday 16th June 2026 – please include the role title in the subject of your email.

All documentation received by Friends of the Earth will be processed in accordance with the Data Protection Acts, 1988 and 2003 General Data Protection Regulation (GDPR; 2018). The information will only be used by Friends of the Earth in the processing of job applications and for ongoing administrative purposes with job candidates.