

Just Transition Lead - Full-Time Role

What if you could direct your passion to drive positive change towards a fair and equitable low-carbon, climate resilient society?

What if you could access levers to influence significant role players and the policies and structures that are shaping decarbonisation, the energy transition and inequality in the Global South?

What if you could do this in a young, dynamic, Global South think-tank with room to grow and shape the organisation?

The Role:

A strategic partner to the leadership team, you will play a key role in delivering projects, growing and building the organisation and generally supporting the founders. You will be instrumental in conducting research and facilitating processes as part of current projects and in working to develop future projects according to Southern Transitions' prioritised work programme areas. This will include conducting research, managing projects and project teams, networking and engaging stakeholders, business development (including fundraising) and organisational development.

Southern Transitions is focused on real world problems and possibilities. This means our team draws on multiple disciplines, processes and tools in our work. We all contribute to each of our different work programmes, demanding a good general understanding of how different economic, social and environmental systems connect in just transitions. As part of this team, we would expect you to work in the same way, often collaborating with technical specialists, and acquire a good generalist toolkit inclusive of more focused expertise where appropriate.

At this start-up stage we are "all hands on deck". You will help with daily operations (finance, contracts, recruitment, HR, partnerships and administration), but as the organisation matures your role will be more technical and strategic.

We are looking for exceptional climate and development experience and expertise, analytical and writing skills, and a drive to have an impact by working closely with partners to shape and meet their specific needs.

The role will evolve as the climate changes and our society transitions. You will have the space to shape your role building on areas, such as:

- **Climate action and implementation:** fostering the operationalisation of Southern Transitions' recommendations, notably by directly supporting policy- and decision-makers in the Global South

- **Research:** literature reviews, data collection, analysis and modelling coupled with process facilitation to support strategic research and impactful evidence
- **Dissemination:** delivering impactful written and verbal outputs
- **Fundraising:** promoting projects (business development) but also driving impact through ongoing work with funders, partners and beneficiaries of our work
- **Thought leadership:** shape the rules of the game to ensure a fair and appropriate transition and contribute to positioning Southern Transitions as a trusted voice, internationally
- **Project management:** Flex high-grade project planning and execution, ensuring impeccable time management and collaborative excellence
- **Organisational development:** help build capacity, systems and processes to deliver on our strategy; proactively contribute to the culture of the organisation, including leadership on our commitment to diversity, equity, and inclusion.
- **Operations management:** help to build and implement organisational systems (finance, HR, governance, stakeholder management) and contribute to ensuring the organisation's good reputation, institutional strength and resilience and the well-being of staff

Why Southern Transitions:

- **Expertise:** Work with experienced experts and immerse yourself in this fast-evolving climate and transition space, where disruption meets innovation.
- **Skill development:** Hone a wide array of capabilities, from stakeholder engagement to project management, in a setting that encourages and supports continuous learning.
- **Growth and impact:** Join a fantastic team where your ideas matter, with ample room to grow professionally and make a significant impact.
- **Global exposure:** Engage with diverse stakeholders across various countries and industries, with opportunities for travel and international collaboration.
- **Work-life balance:** A flexible, high performance and ambitious working environment with time for the rest of what matters to you.
- **Work from where you are:** We are a remote team with flexible working hours within reasonable constraints, we work in CET, and will assist with a home office and IT equipment budget. Some travel is expected.
- **Fair compensation across regions:** No pay discrimination based on location.

Note: we are a decentralised organisation with founders based in Cape Town, Johannesburg and Edinburgh. We leverage opportunities to connect in person through

projects (e.g. workshops), conferences (e.g. UNFCCC COPs), and dedicated team getaways.

About Southern Transitions

Southern Transitions is a climate and transition think-tank working to advance just transitions in the Global South. We are focused on transformative economic opportunities for systems that are changing, emerging and scaling up in the transition. Embedded in the Global South, we are experienced in bridging public, private and civil society actors and driving an entrepreneurial, innovative and implementation focus in all our work. We draw on our growing network to collaboratively generate ideas, evidence and experiments for transition.

We are a non-profit, purposive-driven organisation, funded through grants aligned to our mission and work programme, initially by climate and human rights philanthropies. We registered in 2023 with three founders – [Anthony Dane](#), [Gaylor Montmasson-Clair](#) and [Lauren Hermanus](#). We have developed a vision, mission, strategy and business plan, and a communications and brand strategy (currently underway).

- **Our vision:** Real pathways to just, sustainable futures for the Global South
- **Our mission:** We empower decision-makers to collectively identify, open and harness real opportunities for just transitions, using evidence, experiments and new ideas.

To achieve our vision and mission, we have established an initial programme of work including four initial areas:

1. **Just Transition Technical Support in Multilateral Processes** – amplifying Global South voices, evidence and capacity to negotiate for just transitions during multilateral processes. This follows initial support to the G77+China in negotiating elements of the UAE Just Transition Work Programme at COP28 and will be extended based on current discussions with the African Group of Negotiators at the UNFCCC and the South African government to provide this support during their G20 Presidency
2. **Building & Upgrading Value chains** – formulating viable business cases and associated future-oriented pathways for Global South countries to harness value chain upgrading opportunities (e.g., beneficiation and manufacturing) in the transition. The first project (underway) focuses on viable opportunities to leverage Africa's critical minerals for Just transitions, considering shared incentives between African countries, China and other international markets.
3. **Transition Opportunities** – creating a Transition Opportunities Report, combining expert inputs, embedded decision-makers' insights, and quantitative assessments, to map and interrogate real transition-driven economic opportunities for transformation in and for the global South.

4. **Living Lab** – a "do tank" to complement the think tank; supporting public policy and private sector implementation through experimentation, collaboration and learning to unlock implementation of just transition projects in the Global South

Our three main focus areas are geared towards unlocking economic opportunities in the transition for the Global South. They focus on global rules and frameworks, value chains, and finance and investment.

The ideal candidate:

- Research, policy and implementation experience in areas, such as climate change, energy and just transitions, green industrialisation, inequality and development, international trade, and sustainable finance, particularly relevant to the Global South.
- Experience managing long-term projects or programme delivery.
- Excellent leadership and people skills, and experience managing and growing small teams in a way that supports staff development and contributes positively to organisational culture.
- Fundraising and budgeting experience.
- Strong problem-solving aptitude
- A collaborative mindset and a proven ability to work effectively with diverse stakeholders.
- Thrive in a remote work environment and within a global, multinational team
- Based in / from the Global South (Preference will be given to candidates within +/-3 hours of Central African Time (GMT+2))
- Fluent in English, with Portuguese, Spanish, French or Mandarin as a plus;
- Able to translate complex and complicated technical information into compelling narratives
- 5 – 8 years of directly relevant experience;
- Masters' degree or higher. Preference will be given to multi-disciplinary degrees, interesting combinations or degrees directly relevant to climate change (environmental and other sciences, development economics, political science, environmental engineering, geography, anthropology, etc.)
- Confident command of Microsoft 365 (We also use Slack and Mendeley, but these can be easily learnt!)

Soft Skills Required:

- Thrive in a start-up, largely decentralised (remote) and fast-paced, changing environment
- Ability to multi-task, work remotely and be self-driven
- Flexibility and adaptability to move between tasks, shifting deadlines & responsibilities
- Outcomes focused

Southern Transitions acknowledges that remote work is not appropriate for all candidates and kindly requests that candidates consider this opportunity and how it aligns with their personal preferences and nature. For the right candidate, this role can expand and expose them to career-moulding opportunities, networks and projects. As such, candidates from a variety of backgrounds will be considered.

Note: Southern Transitions is growing but doing so carefully, to ensure we build the right team. Until a dedicated administrative staff member is recruited, this role will need to assume and implement some administrative tasks.

Starting date: ASAP

Type: Full-time, either contractual or payrolled, dependent on the preference and location of the candidate.