

Practical **ACTION**

Job Profile **Climate Risk Advisor**



Practical Action

ABOUT US

We are an international development organisation putting ingenious ideas to work so people in poverty can change their world.

We help people find solutions to some of the world's toughest problems. Challenges made worse by catastrophic climate change and persistent gender inequality. We work with communities to develop ingenious, lasting and locally owned solutions for agriculture, water and waste management, climate resilience and clean energy. And we share what works with others, so answers that start small can grow big.

We're a global change-making group, working with communities who are vulnerable to poverty and climate change to support them to change their world. Together we develop innovative, community powered and locally owned solutions that achieve transformative change in lives and livelihoods. And we work with a range of partners, including governments, business and international organisations to ensure improvements are sustained and scaled and to change the systems that keep people poor and vulnerable.

We were founded in 1969 by radical economist EF Schumacher who challenged the development thinking of the time. He believed in solutions suited to context, equipping people with the skills and knowledge to change their situation, economic systems that work for all and living within the planets means. This ethos continues to fuel all our work. Schumacher was the author of 'Small is Beautiful: A study of economics as if people mattered'. In our work we start 'small', ensuring we understand what is already working but we aim big focussing on what will deliver the systems change required.

We have over 50 years of experience working across Africa, Asia and Latin America. Our group consists of a UK registered charity with experienced country teams, an expert consulting service and an independent development publishing company. We combine these specialisms to multiply our impact and help shape a world that works better for everyone.

OUR AIMS

We work across four thematic areas. Much of our most impactful work combines our expertise across issues to solve complex and interconnected problems such as supporting smallholder farmers with renewable energy to increase yields and open up bigger opportunities for the wider economy.

Harnessing energy that transforms for the one billion people without electricity, and the three billion people without clean cooking solutions. We're bringing together rural communities, displaced people, energy providers and decision makers to put clean energy to work. By 2025, our work with partners will have led to affordable, low-carbon energy access and cleaner cooking for two million people in 'last mile' communities and 18 million people through wider systems change.

Building resilience that protects for vulnerable people whose lives and livelihoods are threatened by climate-related and natural hazards. We're working with people threatened by natural and climate related hazards, reducing vulnerability and minimizing the impact on their lives and livelihoods.

By 2025, our work with partners will have enhanced risk knowledge systems so that four million people living in hazard-prone, climate-vulnerable communities are better protected.

Making cities fit for people for the millions of people living in urban slums and settlements without proper sanitation, clean water and waste services. Our work with communities is making cities in poorer countries cleaner, healthier, fairer places for people to live and work, with clean water for drinking and sewage safely contained, collected and processed. By 2025, our work with partners will have led to improved water, sanitation and waste management services for one million people living in slum communities and a further 2.4 million people through wider systems change.

Cultivating farming that works for smallholder farmers struggling to make a sufficient income and adapt to the negative effects of climate change. We're teaming up with smallholder farmers, many of whom are women, so they can adapt to climate change and achieve a good standard of living. By 2025, our work with partners will have improved food security and incomes for two million people in rural communities and a further one million people through wider systems change.

Practical Action

ABOUT THE ROLE

Our Vision

Practical Action's vision is of a world that works better for everyone.

Title	Climate Risk Advisor
Directorate	Impact, Influence and Innovation (II&I)
Reporting to	Head of Strategic Programmes - Climate Resilience
Groups	Impact Influence & Innovation, Climate and Resilience Team, Zurich Climate Resilience Alliance (ZCRA)
Location	Either UK, Kenya, Rwanda, Senegal, Zimbabwe, Peru, Bolivia, Nepal or Bangladesh
Duration	Fixed Term – Fixed Contract term to 31 st December 2027
Travel	Approx 4 weeks per year
Budget	No responsibility

About the role

The key functions of this role are to enable Practical Action to deliver on its strategy of delivering Climate Resilience outcomes through all our work, including in the Zurich Climate Resilience Programme (ZCRP), to ensure that our work is 'climate risk informed' and addresses the key drivers of climate vulnerability.

You will provide expert guidance and capacity building support to enable teams to use downscaled climate forecasts for risk analysis to inform national strategy and project design. You will be our focal point for capacity building and coordinating inclusive participatory resilience data gathering and analysis using agreed methodologies.

You should have applied knowledge of climate risk and resilience analysis methods, such as interpreting and downscaling climate risk data for local audiences and participatory tools for community-based risk analysis and planning. You will be required to be expert in and guide the application of the following approaches in use by Practical Action (among others therefore this list is not exhaustive):

- The [Climate Resilience Measurement for Communities](#) (CRMC) – a participatory action learning approach to supporting community centered climate resilience.
- The [Missing Voices](#) approach, which aims to capture first-person perspectives of marginalized people in order to inform disaster risk management.

- The [Post Event Review Capability](#) - a multi-stakeholder participatory methodology for reviewing major disaster event management to identify entry points for strengthening resilience.

KEY ACCOUNTABILITIES

Expertise in participatory Climate Risk and Resilience building

- Provide focal point advice for the organisation on the interpretation and use of downscaled climate risk analysis to ensure strategies and interventions are climate smart and risk informed.
- Collaborate with other advisors on integrating climate risk and resilience analysis into relevant tools and methods to inform programming, impact reporting, influence and knowledge outputs.

Capacity building and resources

- Establish consistent application of inclusive locally led participatory research action approaches to building climate resilience (including those mentioned above), by designing and facilitating training across the organisation.
- Establish, curate and sign-post staff to a digital repository of user-friendly climate data sources and resilience building methodologies.

External Representation

- Establish technical collaboration and/or service provision with select weather and climate science partners.
- Represent Practical Action in relevant forums to improve our impact in climate resilience.
- Participate actively in relevant work groups of the Zurich Climate Resilience Alliance, facilitating collaboration between Alliance partners and Practical Action teams when required.
- Support the work of Practical Action staff and consultants in delivering the Missing Voices approach and strengthen inclusivity in resilience building approaches more broadly.

Strategic planning and coordination

- Define approaches for the incorporation of climate risk and resilience analysis into strategic programme planning (e.g. Theories of change and other logic models) to ensure that all our work is climate-smart and focused to achieve climate resilience as an outcome.
- Coordinate the application of agreed methods (including the CRMC) by country teams ensuring adherence with agreed timelines e.g. for completion of data collection and analysis.

PERSON PROFILE

To be successful in the role, the ideal candidate will be able to demonstrate:

Essential Experience & Knowledge

- Minimum of 5 years professional experience in a related role, including significant time working in different geographical contexts globally.
- Masters degree level qualification or equivalent in a related field.
- Proven experience in interpreting climate data in risk analysis and planning.
- Significant experience in conducting multistakeholder participatory action research and planning processes at different levels.

- Proven experience in capacity building needs analysis, coordinating and delivering training.
- Excellent research, data collection and analysis skills.
- Ability to work as part of a team and to develop relationships with people at all levels both internally and externally, to build consensus and gain their support.
- Experience in confidently representing the organisation to potential and existing partners.
- Ability to work well under pressure and to deadlines.
- Excellent written and oral communication skills in English with the ability to communicate complex technical ideas simply and convincingly to non-technical audiences.

Desirable

- Enthusiastic and results driven.
- Knowledge of Gender Equity and Social Inclusion (GESI) as a priority in climate risk analysis resilience building.
- Ability to write and speak in a language other than English would be an advantage (e.g. Spanish, French, Hindi, Nepali, Bengali).
- Established professional relationships with relevant key actors/networks in Climate Science and Climate Resilience.

Why join us?

The opportunity to work for an organisation that is making a positive difference to the lives of people worldwide, a friendly and supportive culture, and working with values-driven and highly engaged colleagues are just some of the reasons we think Practical Action is a great place to work.

This will be a global role based either in the UK or in one of our country offices in Kenya, Rwanda, Senegal, Zimbabwe, Peru, Bolivia, Nepal or Bangladesh. The final salary and benefits for this role is dependent on the country of base and job market conditions.

The successful applicant must have the pre-existing right to both live and work in the country from which they will be based. They must be in a commutable distance from one of our global offices, as the successful candidate would be expected to attend the office on regular occasions.

Additional information

Practical Action believes that having a diverse workforce and inclusive workplace culture based on respect will enable us to be an effective organisation. We seek to create an inclusive workplace in which people are accepted as individuals, regardless of their differences and where they feel their contribution is valued. Practical Action is an equal opportunities employer, and we encourage applications from under-represented groups.

We stay committed to cultivating an inclusive and diverse working environment and believe that people from different backgrounds or cultures give us different perspectives, and the more perspectives we have, the more successful we will be. By building a culture where everyone feels heard, respected, and valued we give everyone working with us the opportunity to achieve their full potential.

Practical Action is committed to safeguarding and protecting children and vulnerable adults and as such candidates will be subject to pre-employment checks including criminal checks and terrorist financing.

Closing date for applications: Monday 17th November 2025.

Please note that should we recruit a suitable candidate before the closing date, we will close applications earlier than the specified date. If you do not hear from us within five weeks of the closing date, please assume your application has not been successful on this occasion.

Interviews: It is anticipated that interviews will take place on Thursday 27th and Friday 28th November 2025

HOW TO APPLY

If you want to work for a charity with significant people ambitions, then we would like to hear from you. For more information, please visit our careers page. **To apply please submit a copy of your CV (no more than 2 pages) and send us a supporting statement (no more than 2 pages) that includes the answers to the following questions:**

1. Why do you consider yourself a good candidate for the Climate Risk Advisor role at Practical Action? In your answer refer to the essential experience and knowledge outlined in the Job Profile giving examples from your work to date.
2. Referring to the accountabilities in the Job Profile, how would you approach the role in the first year?

Please send your CV and Supporting Statement to
[**recruitment@practicalaction.org.uk**](mailto:recruitment@practicalaction.org.uk)