

# Practical ACTION

Job Profile

Climate and Resilience Expert



# 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 60 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.

By 2025, our work with partners has 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.

# The Role

## Our Vision

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

## Scope

<b>Title</b>	Climate and Resilience Expert
<b>Reporting to</b>	Head of Strategic Programmes - Climate Resilience
<b>Direct reports</b>	Senior Climate and Resilience Expert
<b>Groups</b>	Impact, Influence and Innovation, Climate and Resilience Team, Zurich Climate Resilience Alliance (ZCRA)
<b>Financial Responsibilities</b>	Nominal responsibility – up to £20k budget management.
<b>Location</b>	UK
<b>Duration</b>	Fixed term until 31 <sup>st</sup> December 2027
<b>Salary</b>	Competitive
<b>Travel</b>	Approx 4-8 weeks per year internationally. Attending in-office days based in Rugby 2x per month.

## About the Role

The Climate and Resilience Expert is a specialist role that will contribute to strengthening and expanding Practical Action’s Climate and Resilience portfolio, with a primary focus on Early Warning Systems and Early Action. The postholder will play a key role in shaping the strategic direction of our EWS/EWEA work, providing high-quality technical expertise, thought leadership and sector engagement to enhance the impact of our programmes, partnerships, and consultancy services.

This role will support the delivery of ongoing workplans for key EWS/EWEA initiatives, including maternity cover responsibilities for priority projects. Approximately 50% of the postholder’s time will focus on coordinating delivery of the EWS Thematic Lead work under the Zurich Climate Resilience Alliance, ensuring continuity, effective collaboration, and high technical standards across research, programme design, partnership development, and influencing activities.

The successful candidate will bring strong technical knowledge of early warning systems and early action, experience working in climate resilience in low- and middle-income contexts, and the ability to collaborate effectively with global teams, partners, and external stakeholders to advance Practical Action’s mission of putting ingenious ideas to work for a world that works better for everyone.

## Key Working Relationships

### KEY ACCOUNTABILITIES

- Provide specialist expertise on Early Warning Systems, including gender-responsive and inclusive (GESI-EWS) approaches.
- Support and advise on the implementation of Practical Action's EWS/EWEA strategy across countries and programmes.
- Oversee and contribute to research on multi-hazard, wildfire, and heat early warning systems.
- Offer technical advice and capacity strengthening to country teams and partners, including on Practical Action's Missing Voices approach.
- Deliver technical and project management support across multi-country EWS/EWEA projects and organisational initiatives.
- Co-ordinate delivery of the Zurich Climate Resilience Alliance (ZCRA) EWS workplan through research, learning, and influencing actions.
- Represent Practical Action in global networks, events, and policy forums, strengthening visibility and thought leadership on EWS/EWEA.
- Develop high-quality content for reports, briefs, and learning products to advance organisational knowledge and influence.
- Support business development, including proposal design and partnerships to grow the EWS/EWEA portfolio.
- Manage short-term consultancies and external technical specialists.
- Build and maintain strategic partnerships with academic institutions, practitioners, and technical experts.
- Contribute to strategic planning processes within the Climate & Resilience team.

## PERSON PROFILE

### Qualifications, Knowledge and Experience

- 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.
- Strong personal empathy with Practical Action's mission, vision and values.
- Ability and willingness to travel overseas several weeks a year.
- Established professional relationships with relevant key actors/networks in the Early Warning System sector.
- Experience of developing and leading consultancy assignments, projects and teams.

### Skills, Abilities and Competences

- In-depth knowledge of Early Warning Systems, and relevant stakeholders and funders.
- Knowledge of Gender Equity and Social Inclusion (GESI) as a priority in EWS.
- High standards of written and spoken English.
- Strong analytical skills.
- Excellent communication skills with the ability to build and maintain strong working relationships and networks.
- Enthusiastic and results driven.
- Ability to write and speak in a language other than English would be an advantage (e.g. Spanish, French, Portuguese).

## APPLICATION INFORMATION

### 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 in the UK.

**The successful applicant must have the pre-existing right to both live and work in the UK.** The successful candidate will be expected to attend the Rugby office on regular occasions.

In the UK, our open plan offices are located in the centre of Rugby and near to Rugby train station but we also offer free parking.

In addition, we offer the following benefits:

- Full time roles are contracted at 35 hours per week.
- It is our normal practice to operate a hybrid working policy, where flexible working hours are enabled as well as remote working.
- 27 days holiday rising with continuous service, in addition to public holidays
- Pension scheme - employer contributes 10.5% of salary and the employee contributes 5%.
- Enhanced family friendly policies, including maternity, adoption, paternity, and shared parental leave.
- Life assurance (3 x annual salary).
- Cycle to Work scheme / Shower facilities
- Employee Assistance Programme – access to our Wellbeing platform
- Learning and Development Opportunities
- Sit / Stand desks available in our modern offices.

## RECRUITMENT PROCESS PRIVACY NOTICE

### Information you need to know:

#### **If you are applying for a role within Practical Action or subsidiary company**

Your CV/resume, covering letter or supporting statement submitted in support of an application for any position with the Practical Action Group will be used during the recruitment process to short list suitable candidates who will be invited to interview.

Practical Action collects a range of information about you. This includes:

- Your name, address and contact details, including email address and telephone number;
- Details of your qualifications, skills, experience and employment history;
- Information about your current level of remuneration, including benefit entitlements;
- Bank details at on-boarding stage to set you up for pay if you are successful in your job application;
- Whether or not you have a disability for which Practical Action needs to make reasonable adjustments during the recruitment process;
- Information about your entitlement to work in the UK;

We sometimes use third party job application platforms to publish and receive applications for roles at the Practical Action Group. When you apply through these portals the organisation's privacy information will be available to you. We only work alongside other organisations in this way under a contract and if we are satisfied that they will keep your information safely and securely using it only in the same legal ways that we would.

During the recruitment process and with your permission, informing you that we are doing so, Practical Action may also collect personal data about you from third parties, such as references supplied by former employers. We may also perform checks on your identity to establish your right to work in the UK where applicable. We are also obliged to seek information about criminal convictions and offences in meeting our obligations and exercising specific rights in relation to employment.

If your application is successful, personal data gathered during the recruitment process will form part of your electronic personnel file and retained during your employment and afterwards in line with legislation including the storage of personal records and to comply with the requirements of any statutory bodies.

The legal basis for processing personal data is either contract and/or legal obligation when applying for roles and the employment contract between Practical Action and you if you are successful. If we are required by law to share your information, (e.g., in response to a warrant or court order), we will do so.

Practical Action may process information about whether or not applicants have a disability in order to make reasonable adjustments. This is to carry out its obligations and exercise specific rights in relation to employment.

Practical Action is obliged to seek information about criminal convictions and offences. Where Practical Action seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

We automatically delete the personal information of unsuccessful applications 12 months after the application process ends, unless a candidate requests that we keep their details for longer. Statistical information like ethnicity, sexuality and disability may be kept ensuring that our recruitment processes are inclusive and not discriminatory, but this information is completely anonymised.

We may also share your information both within and outside of the European Union with those involved in the recruitment process, if necessary for the performance of their roles in terms of supporting with this process. In addition to the above, we may also use your information for the purpose of monitoring the number of applicants received through a particular advertising campaign. This will only be used where we have received your explicit consent to do so.

Consultant details are held on our consultancy database and shared within Practical Action Consulting, including outside of the UK, for potential roles. We will contact you if we find a suitable role or proposal which we think you may be interested in. To ensure your information is accurate and that you are happy to remain on our database, we will ask you to refresh your CV with us periodically according to our Data Retention Policy.