Full Job Description

**JOB DESCRIPTION**

## **About Positive Money**

Positive Money is the leading civil society organisation re-imagining our money and banking system for the wellbeing of people, communities and the planet. We are part of a growing and collective force for economic systems change. Our mission is to reform money and banking to build a *fair*, *democratic* and *sustainable* economy*.*

We produce ground-breaking research and policy, educate the public and politicians, penetrate the media, and mobilise the public behind people-powered campaigns. We believe in radical systems change and work to achieve lasting change on several fronts simultaneously: change in public understanding, the public and media debate, and at the policy and academic level. We work across four key areas: democratising money and banking, a green and fair Bank of England, new economy thinking and a wellbeing economy. Read more about our five-year organisational strategy [here](https://positivemoney.org/about/strategy-2021-2026/).

**About the role**

Positive Money is a leading civil society voice on green finance policy, particularly green central banking and financial regulation. The Green Central Banking Scorecard, which evaluates and ranks G20 countries based on their monetary and prudential authorities’ green policies and initiatives, has been covered in the media in over a dozen countries and generated interest from influential policymakers internationally. With green finance being high on the political agenda in the UK and EU, Positive Money is increasingly focused on the macroeconomic policies and institutional coordination that will enable the alignment of public and private investment with environmental goals. Our commentary on green finance policy development frequently features in mainstream media outlets, including the Financial Times, the BBC, and the Guardian.

This role will be responsible for our research and policy development across our green finance workstream, leading primarily on the continued international growth of the Green Central Banking Scorecard project, as well as feeding into wider green finance research, discussions, and strategies, and contributing to Positive Money’s work on a new macroeconomic framework for green investment. Based in the UK team, this role will play a particularly important role in our work on the UK green finance agenda, and will also support our EU and US teams, and build new relationships in Asia. This is a unique opportunity that combines research and advocacy, policy development, strategic thinking, project management, and stakeholder engagement.

**About you**

This is an opportunity for a researcher and policy expert with several years' experience working on issues related to a green economy, with a focus on green finance policy. You understand that the financial system is rooted in a wider system of structural inequalities, oppression, power imbalances and ideologies. You will be excited to deepen our research, produce innovative policy proposals, and engage with policymakers and other stakeholders internationally. You could come from any background or walk of life, and share our commitment to an inclusive and diverse team, and our culture of working with open-minds, innovation and trust.

**Accountabilities**

**Strategy**

* Lead the development of Positive Money’s green finance research and policy proposals in the UK
* Collaborate with Positive Money EU and US colleagues on the development of green finance research and policy proposals internationally
* Develop and hold the medium-term strategy for Positive Money’s green central banking and financial regulation work in Asia
* Develop and hold the medium-term strategy for our Green Central Banking Scorecard project, including the international growth of the project
* Feed into the design and development of strategies on green macroeconomic policy.

**Delivery**

* Lead on all of Positive Money UK’s green finance research outputs from start to finish
* Be accountable for all deliverables across Positive Money UK’s green finance workstream
* Feed into green finance research outputs at Positive Money EU and US
* Manage all publications related to the international green central banking scorecard project
* Plan, delegate, and develop staff to ensure all green finance work and projects within are delivered to a high standard
* Ensure regular evaluations of Positive Money UK’s green finance workstream and projects are carried out
* Identify needs that could improve the effectiveness of our green finance workstream e.g. skills gaps, training needs, resource constraints, and take steps to address them.
* Take a lead role in funding applications on green finance and delegate to other research team members where appropriate
* Embed anti-oppression thinking into our green finance workstream internationally

**People**

* Foster a collaborative and supportive team spirit across team members internationally working on green finance
* Actively pursue integrated working with the influencing and mobilisation teams across Positive Money UK, EU, and US, and with external partners.
* Provide effective and empathetic communication, making team members feel safe and heard.

**External**

* Create and develop strategic relationships with external stakeholders for the green finance workstream, in particular the green central banking scorecard project
* Consult stakeholders on the methodology and results of future editions and iterations of our green central banking scorecard
* Raise the profile of Positive Money’s green finance research externally and oversee dissemination of research to have maximum impact
* Act as a spokesperson for Positive Money when required
* Facilitate discussion spaces both internally with staff and externally with stakeholders
* Engage with central bankers and financial policymakers in relation to our green central banking scorecard

**Culture**

* Role model organisational principles and behaviours (copied below) and foster these across the organisation
* Support colleagues working within our the green finance workstream to develop their own self-awareness and self-reflection
* Implement strategies and practices to dismantle oppression within our green finance workstream
* Proactively support others to excel in their roles
* Take personal responsibility for work within the green finance workstream, setting an example to team members

**Person specification**

**Skills and Experience**

* A high level of understanding of economics and the financial system
* Experience working on research and policy related to green finance
* An understanding of key concepts in green central banking and financial regulation
* Masters or PhD desirable but not essential if other evidence of research ability can be provided
* A strong understanding of anti-oppression concepts
* Open and responsive to new ideas. Able to use tact and discretion and help resolve disagreement.
* Skilled at facilitating spaces, including managing conflict, sharing ideas, and seeking alignment.
* Excellent written and verbal communicator, capable of writing reports, blogs and other communications for a wide range of expert and non-expert audiences
* Able to communicate complex ideas to multiple stakeholders tailored to their needs.
* A high level of project management and people management skills, and experience in managing multi-stakeholder research projects and meeting deadlines
* Excellent interpersonal and relationship building skills to work with external researchers, advisory panel members, funders and other key stakeholders.
* A creative and critical thinker

**Values & Behaviours**

* Passionate about our mission of reforming money and banking to build a fair, democratic and sustainable economy.
* High degree of maturity, able to respond constructively in pressured situations, multi-task, and manage interruptions.
* Be skilled in reflecting on your own behaviours and practices and working to change them where necessary.
* Commitment to demonstrating our principles and behaviours (copied below) in your work.

**PRINCIPLES:**

***Innovation:*** *experimentation and learning, being flexible in our plans, seizing opportunities and staying responsive*

***Open-mindedness:*** *embracing complexity, not pretending to have all the answers, being positive to those who challenge or disagree with us*

***Trust:*** *working autonomously, assuming everyone aims to do their best work, and being agile in our ways of working*

**BEHAVIOURS:**

* *Prioritising the organisation and team over self-interest*
* *Dismantling oppression*
* *Self-awareness and self-reflection*
* *Empathy*
* *Collaborating and working with others*
* *Appreciation of different working preferences*
* *Being responsive to own and others needs*
* *Working autonomously when necessary*
* *Trying to find solutions*

**TERMS AND CONDITIONS**

Contract: The role is for an initial fixed term of 1 year with a 6-month probationary period. After a year if the contract is extended, a permanent contract will be offered.

Salary: Grade 6, full time rate of £44,805 per annum + 8% pension contribution (pro-rata if working 4 days per week). Salary rate will rise to £47,638 after 2 years employment in the role, plus any cost of living adjustments made to our salary scales.

Hours: 28 or 35 hours per week (4 or 5 days). Requests for a flexible working pattern will be considered. The post holder will be expected to work the occasional evening or weekend for time off in lieu.

Benefits: Positive Money is committed to developing our employees, and being a supportive, flexible and compassionate employer. We offer a range of benefits to UK staff including:

* Holiday: 25 days per annum for full time equivalent, in addition to statutory holidays. Increases to 28 days after two years employment.
* Enhanced occupational sick pay scheme that increases with length of service.
* Family friendly benefits: enhanced maternity pay for staff who’ve worked for us for more than 1 year, of 6 weeks at 100% salary followed by 33 weeks at 50% salary, and enhanced paternity pay for staff who’ve worked for us for more than 1 year, of 6 weeks at 100% of salary.
* A ‘duvet day’ policy to allow additional time off to support and protect staff wellbeing
* A training and development allowance of £400 per employee per year, increasing with service, as well as provision to consider larger requests for professional development. We also offer other in-house and external training and development opportunities to our staff.
* A cycle to work scheme to provide staff with a tax efficient way to buy a bicycle and accessories.

Location: Flexible between working in our London Office (Davina House, Goswell Road, London, EC1V 7ET,) and working remotely. Our London based staff work a hybrid of office and remote working. We’re also open to candidates located in other parts of the UK working fully remotely, with travel to the London office expected up to two days per month.

As this is an internationally focussed role, we can also accept applications from candidates **based in Belgium** (work location would be: Rue Ducale 67, 1000 Brussels, Belgium) who would work a mix of office and remote working. We can also accept applications from candidates **based in the US**, in which case the position would be fully remote.

*(Please note that benefits, terms and conditions would differ if the successful candidate is based in Belgium or the US, rather than the UK.)*

How to Apply: Please download and fill out the APPLICATION FORM in full.

Please email your completed application form to: **recruitment@positivemoney.org.uk**

If you are interested in the role and would like to find out more information, please contact David Barmes, **david.barmes@positivemoney.org.uk**

Please also **submit two writing samples**. These can relate to any topic and can be essays, articles, reports, blog posts, or any other form of writing. Individual authorship is preferred. Pieces that have been authored in collaboration with others will be accepted if you detail your individual contributions.

Deadline: Closing date for applications is 9am on Monday 3rd April.

We hope the successful candidate would be able to start in May / June 2023.

*Positive Money is committed to providing equal opportunities for everyone regardless of their*

*background. We welcome applications from everyone irrespective of gender, sexual orientation, disability and ethnicity but, as women and Black, Asian and minority ethnic people are currently under-represented within the Positive Money network, we would encourage applications from members of these groups.

Please note that Positive Money can only accept applications from individuals with the right*

*to work in the UK, Belgium or the US.*