



WRKWLL Associate Role Description, Climate Justice

Who is WRKWLL

WRKWLL is a diversely talented team united by a desire to drive positive social change. We use our skills to support and challenge individuals and organisations to be the best they can be, enabling a brighter and more equitable future for all.

Since 2021, WRKWLL has been growing steadily, undertaking work with a range of organisations. During this time, we have been working to ensure that we have a highly skilled team of associates to deliver our projects.

We recognise that diversity is our strength, and that our team works better when we bring a rich mixture of perspectives and life experiences. To maximise our impact, we constantly strive to be more inclusive, accessible and flexible in how we recruit, work and deliver success to our clients.

What we do

WRKWLL offers a range of [organisational development](#) services, as well as support for [teams](#) and [individual](#) professional growth. Examples include:

- Leadership development programme design and delivery
- Team building
- Strategy development
- 1-2-1 coaching and mentoring
- Wellbeing support for leaders

We are not traditional consultants, we are collaborators who make time to think, reflect and learn together - working well together to build systems for social good.

What we are looking for

WRKWLL is seeking a Climate Justice Associate to support our efforts in working towards a brighter and more equitable future for all. The ideal candidate will have deep knowledge of climate justice and will have experience of weaving this crucial agenda into broader organisational development and leadership development initiatives. They will work in alignment with our values and will be motivated to work with us to bring in new business, centering climate justice in the broader social change agenda.



Key Responsibilities

1. Deliver client requirements to a high standard, being flexible and responsive as needs evolve and being open to, and acting on, feedback received.
2. Support the team in building and maintaining the WRKWLL client base
3. Feed into proposal development for new work
4. The opportunity to lead project teams if desirable
5. Provide broader WRKWLL team with project feedback, lessons learned and ideas on improving how we work
6. Engage in at least 2-annual team learning sessions
7. Work in a way which helps bring WRKWLL's values to life

About You

Technical expertise

- Knowledge of key global climate justice issues, including environmental racism, climate adaptation, disability climate justice, climate migration and gender.
- Experience of integrating climate justice into broader organisational development and leadership initiatives.

How you work:

- You will be a clear and strong communicator, able to convey complex ideas clearly and persuasively to a diverse range of audiences.
- You are an experienced facilitator and presenter with ability to design and deliver sessions which appeal to a broad range of learning styles and access needs.
- You have experience driving new business, through writing of tenders and proposals as well as through deepening client relationships to secure client retention

Bringing our values to life:

- You are a strong collaborator, open to learning from every interaction, and focused on developing strong relationships built on trust



- You are committed to striving towards a more equitable world, understanding of how your own power and privilege can manifest in our work and able to flex your approach to meet a broad variety of learning needs and lived experiences.
- You bring curiosity and creativity to your work
- You bring a solutions focused mindset, able to work independently on complex challenges to drive excellent client impact.
- You look at positivity, joy and encouragement as a way to strengthen client and team relationships, even in difficult situations.

General:

- You are legally able to work with us on a contract basis and with no existing conflicts of interest.
- You are willing to comply with all relevant UK and international laws pertaining to the project and open to periodic training on such rules (e.g., GDPR, etc.)

How we recruit

When attracting new associates, we strongly encourage applicants from the broadest variety of backgrounds to apply.

We recognise that expertise comes in many forms. Some of our associates have had experiences like a university education (to take one example) but we welcome people with skills and knowledge gained in a range of different ways, including lived experience.

We are committed to making our recruitment process equitable, inclusive and accessible, and doing everything possible to minimise bias during the selection process. We welcome people to get in touch to tell us about their particular needs, which we will do our best to meet, and will not impact recruitment decision making.

How we pay

As an impact-focused collective, we aim to be equitable, transparent, and fair in all aspects of our work, including associate compensation.



Budgets vary based on project size, scope, and sector. For all external client-facing projects, we pay associates 75% of the client fee, using the remaining 25% to run the organisation and build future work.

We also offer a 5% incentive for associates who bring new work to us.

We recognise the emotional labour of our work and pay for 4 counselling sessions per year.

Learning and growth are important to us and as such we also provide quarterly learning opportunities, an optional 360 feedback opportunity, mentoring support as required and access to our experienced and supportive associate team.

How to apply

Want to join our incredible pool of associates?

Send over a CV and a covering letter explaining::

1. How your background meets the specifications in the role description,
2. How our core values resonate with yours. WRKWLL's [values](#): collaborative | equitable | explorative | impactful | joyful.
3. What do you feel to be the key opportunities we should respond to over the next 5-years?

Please limit responses to no more than two 2 sides of A4.

If it's more accessible for you, you can submit your application in an audio or video format. If that's better for you, please remember:

- To answer the 3 questions listed above (approx. 2 minute audio recording).
- Your responses will be assessed in the same way as written applications

Please submit your application and interest to info@wrkwll.org.

Application Process Timeframes:

- Application deadline, 17.00 BST on 22nd April
- Shortlisting by 2nd May
- Interviews week of 12th May

If you need another, more specific, reasonable adjustment, please let us know via email at: info@wrkwll.org.

Questions?



If you have any queries about WRKWLL, the way we work, the application process and/or you'd like more information on who we are looking to join us, please contact info@wrkwill.org. Additional information shared with any individual enquiring candidate will be shared with other candidates to ensure parity.

Meet our existing Associates [here](#).