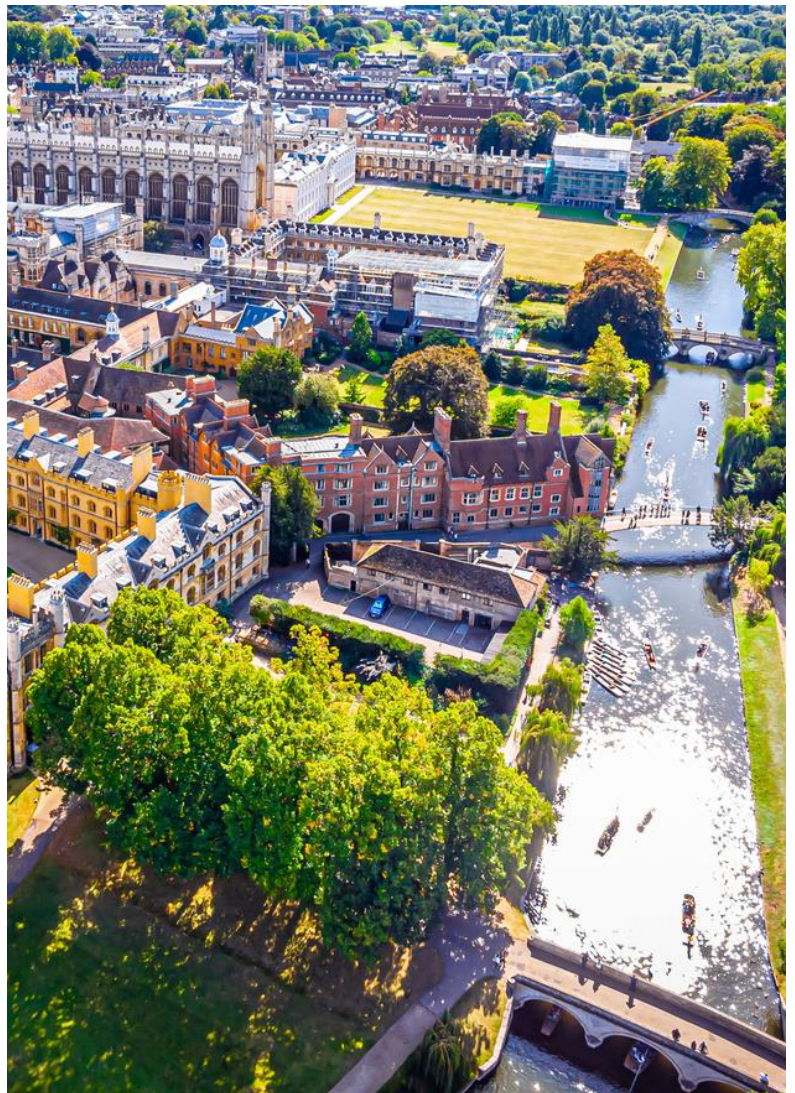


ClimateWise Programme Director

Cambridge Institute for Sustainability Leadership
(CISL)

Closing Date: 23rd February 2025
Job Reference: EN43230



Programme Director

Salary:

£62,098 - £71,817 (as of March 2025)
£62,728 - £72,690

Contract:

Permanent

Location:

Cambridge/Hybrid Remote

Department:

Institute for Sustainability Leadership

Team:

Centre for Sustainable Finance

Working Pattern:

Full Time

Purpose of the Role

The purpose of the Programme Director, ClimateWise, is to provide strategic leadership for the group, working with members to provide strategic direction, ambition and alignment; work with members and academic partners to co-create thought-leading content that unlocks and mainstreams sustainable practice, overseeing and commissioning new research and analysis; ensure the group delivers value to its members, CISL and society in accordance with the business plan and budget, including business development and fundraising; collaborate across CISL, its network, the wider University, as well as member firms and selected external parties to amplify the work of the platform and drive impact; and lead and build a team delivering platform content and managing member relations.

The Role

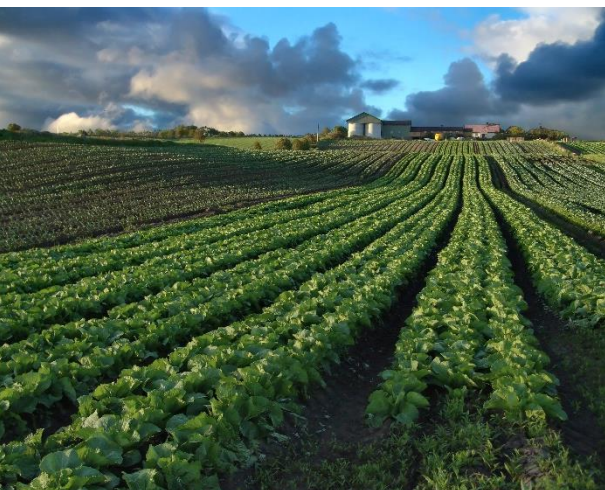
The Programme Director, ClimateWise, leads ClimateWise, a growing global network of leading insurance organisations working to lead the insurance industry as it responds to the risks and opportunities of climate change and contributes to the development of CISL's reputation as a global pioneer in transdisciplinary research on sustainability, drawing on the breadth of Cambridge through partnerships.

The Programme Director, ClimateWise, envisages, directs and is accountable for

delivery of the complete range of ClimateWise projects and activities, including the annual review of members against the ClimateWise principles and a set of market-leading research projects and insights designed to drive change in the sector towards a more sustainable economy. This involves providing strategic design, management, commissioning, governance, communication and funding services that develop the existing team as well as new areas of work within ClimateWise.

The role holder works hand in glove with CISL's Director for the Centre of Sustainable Finance, to ensure that the group is managed and developed in a manner that continues to strengthen it and its opportunities for impact, and that the research outputs that this team delivers contribute directly to the goal of CISL's Sustainable Finance team and its private sector and government partners, which is to evolve a finance system that rewards long-term thinking.

The role holder will have regular exposure to Board-level representatives from the insurance world. In the role they will manage external relationships with C-Suite and practitioner (Head of ESG) stakeholders at insurance firms (members and prospects), project partners and other strategic partners. They will liaise closely with colleagues and work with content developed in their team and across CISL in research, executive education, business and policy.



The role holder will also be responsible for overseeing budgets and securing grant and other funding through business development and fundraising for the ClimateWise platform as well as other insurance related workstreams.

Main Duties & Key Responsibilities

Strategic leadership and thought leadership for the insurance industry

- Building on existing work produced by the group, designs the programme strategy including aims, market analysis, means of delivery and indicators of success.
- Develops and supports the thinking of the group including commissioning or authoring new pieces of research and analysis.

Programme management, development, delivery and evaluation

- Manages development, delivery and evaluation of the programme to high quality standards, meeting market needs on time and within budget.
- Identifies potential contributors and partners for the programme, and continually reviews progress to delivery of intended outcomes.
- Creates and manages budget(s) for the programme, drawing variances to the attention of Centre Director.
- Manages relationships with programme delivery partners, with oversight of contracts, briefings, and ongoing liaison
- Manages and authors (or quality assures) production of programme reports and publications.
- Manages project team responsible for the programme.

Business development and fundraising

- Develops new and existing relationships within the CSF and across CISL's [education](#), [business](#) and [policy](#) centres.
- Supports the Centre Director in their development of new programmes.
- Leads the development of a new programme where it is an adaptation of an existing model.
- Innovates programme design to maintain relevance and applicability to members and partners.
- Develops and/or maintains an understanding of relevant market sectors and subject areas to ensure the programme remains current and relevant.
- Develops new knowledge through practitioner research and academic collaborations to ensure programme remains distinctive and aligned with University of Cambridge strengths.
- Develops fundraising strategies and proposals to support new and existing projects within the team, taking responsibility for implementing the strategy and developing selected fundraising relationships.
- Leads on the preparation of bids and proposals to secure new business and research funding as required.
- Supports the Centre Director in scaling existing programmes into a coherent offering.

Marketing and corporate relations

- Assists CISL's marketing and communications team with a strategy to build the public profile of the programme.
- In consultation with the Centre Director, commissions, reviews, and approves marketing and communications strategies for the programme, ensuring successful dissemination.
- Undertakes direct responsibility for specific complex member relationships.
- Represents CISL and the programme through participation in external events to raise the profile of the programme.

Team development

Support continual learning of self and ClimateWise team members including through regular line management, appraisal and professional development in line with organisational policies and practices.

Processes, procedures and systems

- Contributes towards the development of CISL's financial management and reporting systems, as required.
- Ensures compliance with established financial management systems within own areas of operation.
- Accountable to Centre Director for variations in financial and management information.
- Meets an agreed financial target established by Centre Director in accordance with the team business plan.
- Complies with national, University and CISL Health, Safety and Environmental and GDPR regulations and policies

Behavioural Attributes

This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate.

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

- Building Effective and Collaborative Relationships

Develops collaborative and cooperative team working by showing concern, respect and recognition towards those working towards the same goal, building beneficial long term relationships internally and externally to achieve the desired results.

- Communication

Ensures the content and style of both verbal and written communication suits the intended audience and is delivered in a clear, interesting and appropriate way that inspires confidence and enthusiasm from others.

- Strategic & Creative Thinking

Thinks through and considers new/creative ideas, viewpoints and perspectives, understanding and evaluating a situation quickly to visualise a way forward and ensure the right actions are taken.

- Delivering Results

Delivers actions and required results through proactive accountability and responsibility, following through tasks at the pace required in any given situation.

- Planning & Organising

Plans ahead realistically, determining and prioritising what needs to happen, how and when, and organises activities / resources to deliver organisational and customer tasks and objectives effectively and on time.

- Customer Focus

Understands the customer, delivering and exceeding their expectations to support our brand reputation and integrity.

- Leadership

Inspires, motivates and demonstrates a sense of direction, vision and energy with confidence, trust and commitment to enable teams and individuals to achieve a plan or goal.

Professional Services Values

Our values underpin everything we do. By living the values in the work we do, we hope to foster an environment where staff feel empowered to work together, share skills to create a sense of community, act with integrity, take an inclusive and fair approach and develop honest and open relationships that are underpinned by our shared values. We encourage applicants to consider these values within their application.



Person Specification

Criteria	Essential	Desirable
Education		
Qualified to at least degree level or equivalent experience.	✓	
Experience		
Experience of working in fields related to sustainable finance and having an understanding of how these and related issues affect leadership and organisations, particularly business.	✓	
Experience, and understanding of the finance sector, in particular the insurance industry.	✓	
Experience of delivering effective strategies for change and understanding of how to develop such strategies, especially to enable systemic change.	✓	
Successful fundraising from a range of sources.	✓	
Academic or industrial sustainable finance research development including line management of research teams, project and programme management, financial management and contract negotiation.		✓
Senior management experience in complex organisation with a diverse range of specialist and generalist stakeholders.		✓
Management of major, complex portfolios of research projects with organisational-wide impact.		✓
Skills		
Commercially astute, with financial and budget management experience and skills.	✓	
Ability to plan work and adapt to a rapidly changing priorities, structures, pressures and opportunities.	✓	
Maturity and gravitas, with excellent relationship building skills.	✓	
Diplomatic and skilled communicator with ability to tailor their approach to diverse audiences.	✓	
Articulate and persuasive, with ability to marshal evidence behind arguments and cases.	✓	
Strong relationship management skills and a proven ability to grow and maintain relationships with partners; companies, policy makers and funders.	✓	
Strong project management and organisational skills, including experience of event management, financial planning, developing and maintaining budgets and managing a number of complex projects at one time.	✓	
Excellent written and oral communication skills and ability to make complex content accessible to a wide range of audiences.	✓	
Additional Information		
A personal commitment to the values that underpin CISL's work.		

About CISL



CISL is the University of Cambridge Institute for Sustainability Leadership, founded in 1988. We activate leadership globally to transform economies for people, nature and climate.

We are impact-led, independent and evidence-based. Through a unique combination of Foresight, Education, Convening, and Innovation we build movements for impact. Movements that connect disruptors and incumbents. Movements that align the levers of business, finance, policy and technology for faster, scalable results.

We are known, respected and trusted because of the credibility of our purpose, our independence within a leading research university, our commitment to bridge divides and forge alliances, and the safe space we create for critical discussions and speaking truth to power.

With our [headquarters](#) in Cambridge, now an internationally recognised exemplar for sustainable retrofit, and offices in South Africa and Belgium, CISL is poised to catalyse positive [impact](#) at ever higher levels. Our [global community for action](#), with over 30,000 leaders and pioneers, is central to this vision.

What we do

Our four levers to catalyse change and accelerate the path to a sustainable economy:

Education: We empower thousands of individuals and hundreds of organisations each year to take leadership and drive systemic change.

Foresight: We harness research and develop new thinking and resources to support innovation and transformation in sustainable business and policy practice.

Convening: We engage governments, business and finance to establish new norms and reshape policies that benefit society and the environment.

Innovation: We provide the space, support and networks for innovations in sustainability to thrive and grow.

Our global community of over 40,000 leaders and innovators is committed to taking individual, collaborative and collective action to accelerate the movement towards sustainable societies and economies.

About CISL

Who we work with

CISL works with organisations and individuals with the potential to catalyse, lead or influence transformative and systemic change at pace and scale. We work with businesses, governments, and financial institutions, with potential for influencing economic, social and environmental systems. We also work with thousands of individuals internationally who are seeking to build their capability to contribute to change.

We recognise that delivering system change at scale is complex and multifaceted. Almost every organisation or individual is currently working inside a context that is deeply unsustainable and there is therefore a need for them to change their own actions, improve their own organisational performance, and work to change the context itself.

Our global community for action include over 40,000 senior leaders and practitioners from business, government and civil society who have an impact in every sector and on every continent.

Our work also draws upon an expert group of [Fellows](#) and [Senior Associates](#), comprised of business leaders, academics and other influential thinkers who have direct experience of working to address sustainability challenges.

His Majesty The King is Royal Founding Patron of the University of Cambridge Institute for Sustainability Leadership (CISL) and has been actively involved in a range of our work.



Terms of Appointment

Tenure and probation

Appointment will be made on a permanent basis.

Appointments will be subject to satisfactory completion of a probationary period of 9 months.

Hours of Work and Working Pattern

The hours of work for the position 37 hours per week, working Monday – Friday.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. For further information please visit: www.pensions.admin.cam.ac.uk/.

Annual leave

Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays. For new part-time employees, annual leave will be pro-rated based on days worked.

Pre-employment checks

Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us.

If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

Health declaration Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

References - offers of appointment will be subject to the receipt of satisfactory references.

Information if you have a disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment.

Information for disabled applicants is available at <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact, the Department Administrator, who is responsible for recruitment to this position.

Environmental Statement

It is the responsibility of all employees to minimise the University's environmental impact wherever possible. This includes recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel.

Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases. For more information on University of Cambridge procurement, sustainability, biodiversity and environmental areas of action please visit: <https://www.environment.admin.cam.ac.uk/>

The University

The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.

Our sustained pursuit of academic excellence is built on a long history of first-class teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include the West Cambridge site, the Eddington development and the growth of the Biomedical Campus in the south of the city. The Eddington development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.



About Us

The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

Stephen Toope, Vice Chancellor 2019



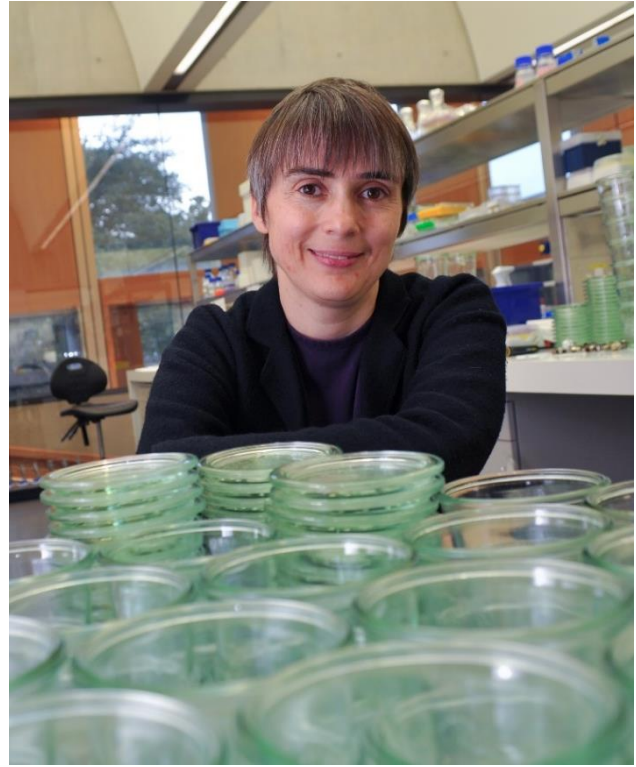
Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 16,000 staff from all walks of life and corners of the world.

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.



Equality & diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University has a bronze Race Equality Charter aware, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women.

Living in Cambridge

Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances At the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the Visit Cambridge website.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/relocation>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge. Following obtaining pre-approval, CISL reimburse relocation expenses up to a value of £1,000.

Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit <https://www.accommodation.cam.ac.uk/>



What Cambridge can offer

We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.

Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.



CAMbens employee benefits

We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMbens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University.



What Cambridge can offer

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay and emergency family care support via My Family Care.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high quality holiday Playscheme may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Office of Postdoctoral Affairs supports the postdoctoral community within Cambridge. Further details are available here: <https://www.opda.cam.ac.uk/>

Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts [Cambridge Festival](#), as well as [Open Cambridge](#) weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.



How to apply

Applications should be submitted online via the University of Cambridge jobs page www.jobs.cam.ac.uk by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

Informal enquiries are welcomed and should be directed to our Human Resources team:

Email: Recruitment@cisl.cam.ac.uk

The closing date for applications is: **23rd February 2025**