

Agora
Energiewende



Appointment of
Executive Director

January 2022



AMERICAS ASIA PACIFIC EMEA

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Agora Energiewende

In a nutshell

Agora Energiewende is a mission-driven non-partisan think tank, independent of government and business interests, aiming at a climate neutral global economy by 2050 that delivers well-being to the people.

We are a non-profit organization funded by foundations and public institutions and hence are beholden to no other interests than exclusively serving the climate.

Our roots lie in Germany and Europe, but we think and act globally. Together with our growing global network of partner think tanks we combine the strengths of local expertise and international experience to provide unique council to decision-makers.

We currently operate with an interdisciplinary and international team of >100 diverse staff based in our offices in Berlin, Brussels, Bangkok and Beijing and an annual budget of EUR ~15m.

Agora Energiewende



Our mission

is to develop evidence-based and politically feasible solutions to ensure the success of the transition towards climate neutrality.

Our approach

To help realize the global transition towards climate neutrality, we advise political decision-makers based on intense dialogue with key stakeholders. We build our strategies and proposals on the latest scientific expertise, independent of any business interests and ideological agendas. To facilitate an informed debate and a convergence of political views, we make all our assumptions and methodologies transparent.

Our work

Our job is to develop robust and feasible policy proposals for decarbonizing the economy. The key question we ask is: What policies help reduce emissions quickly and permanently and thus ensure a rapid transformation of the economy towards climate neutrality?

We provide answers based on a combination of research and dialogue. Building the evidence-base is at the core of our work. We do this through sound in-house research and cooperating with external knowledge partners. To ensure feasibility of our proposals and solutions, and to challenge our own thinking, we constantly engage in intense dialogue with key stakeholders, e.g. in government, industry, and civil society.

To maximize our impact, we focus on the key sectors and carefully selected countries. Most of our efforts go into decarbonizing the energy and industry sectors in the 20 biggest emitter countries. On the transport sector we cooperate closely with our sister organization Agora Verkehrswende.

The transition from fossil fuels to renewable energy is a complex endeavor. We therefore seek to support and strengthen partner organizations as much as possible, e.g. through technical cooperation and financial support.

In our training programmes we build the next generation of experts.

Agora is a prominent voice in Germany, Europe and beyond. We set the energy and climate policy agenda through regular communication with media, government, industry and civil society.

For more information about our projects and publications, please visit

<https://www.agora-energiewende.de/en/>



Our Organization

Since its founding in 2012, Agora Energiewende has become one of the world's leading energy and climate policy think tanks.

Our team

Currently, our team consists of >100 diverse staff across our headquarters in Berlin, as well as offices in Brussels, Bangkok and Beijing. With over 25 nationalities and a broad spectrum of disciplines – from engineers to economists and political scientists to communication and IT experts – Agora is a diverse and multinational place to work.

Our global network

Over the years, we have forged a growing network of partner organizations around the globe: the International Network of Energy Transition Think Tanks (INETTT). By collaborating as a network, INETTT is able to support nationally based and locally specific work with group synergies, strategies, capacity building and tools. We can learn from each other's successes.

Governance

Agora Energiewende is under the trusteeship of the Smart Energy for Europe Platform (SEFEP) gGmbH, a management-owned non-profit corporation under German law. The management is monitored by the supervisory board.

Finance

In 2022, we have roughly EUR 15m/a at our disposal. EUR 1.9m we forward to partner organizations in 15 countries. ~80% of the total amount was donated by private foundations, ~20% came from government donors in the form of grants, and less than 1% from other activities. To ensure our independence, we strive for a diverse financing structure. In principle, we do not accept financial support from companies, nor do we use funds from the German government to work in Germany (but only for our international programs).

Learn more about us here:

<https://www.agora-energiewende.de/en/about-us>



Job Description

Following the recent appointment of our previous Executive Director as State Secretary at the German Ministry for Economic Affairs and Climate Action, Agora is now seeking a new, outstanding Executive Director.

Jointly with the Managing Director, the new Executive Director will be responsible for the strategic leadership of the organization, overseeing a talented and committed interdisciplinary and global team, and giving voice to its analysis and policy recommendations, representing Agora with a range of external stakeholders.

Working with the Supervisory Board and the Management Team, she/he will establish long term goals, strategies, plans and policies, as Agora and its impact continues to grow.

Agora is proud of its family-friendly work culture. Therefore, the position is open for flexible part-time working models.

Job Description

Key accountabilities of the position include:

- Provide strategic leadership in pursuing Agora's mission, in defining its strategic orientations and overseeing their implementation in Germany, Europe and globally.
- Provide robust management and guidance, championing and empowering staff while fostering an accountable, results-oriented, transparent and supportive work environment.
- Maintain a close relationship with the Supervisory Board and advisory groups to ensure work is coordinated and impactful.
- Cooperate effectively with Agora's existing donors, including stewarding and nurturing new funding relationships from suitable sources.
- Maintain and further deepen effective working relationships with Agora's key partner institutions, including but not limited to, German and European governments and administrations, climate and energy philanthropy, industry leads and NGOs.
- Anticipate needs and foster support for innovation, new initiatives, and partnerships across the energy transition community.
- Lead the Management Team with a strategic focus on personnel, systems and processes.
- Help to define a healthy strategy about institutional growth and the choices that this entails.
- Maintain ultimate responsibility for Agora's financial sustainability and the mobilization of resources to ensure it has the right institutional architecture to meet its objectives.
- Represent the organization externally through networking, speaking, and writing.
- Closely cooperate with Agora's international partner network, and help strengthening their capacity.
- Embed the mission and values of Agora, e.g. dedication, respect and cooperation, through principled leadership, effective management and oversight of all aspects of the organization.





Person Specification

The successful candidate will demonstrate a majority of the following skills and attitudes:

(we fully respect that no person will fulfill all these requirements, but if you see yourself in most of these descriptions, please feel encouraged to apply)

- A track record of successful executive leadership, ideally at C-level, in organizations dealing with the economic transformation towards carbon neutrality, with an inspirational, adaptive and enabling leadership style.
- Good knowledge of German, European and international energy and climate policies incl. established networks.
- Politically savvy, a mission-driven attitude, and a global outlook.
- Good understanding of the science-policy interface and the production of scientific knowledge and its impact on industry and economics.
- Intellectual curiosity, scientific rigor, and academic credibility in climate, political science, energy, economics or a related field.
- Experience with management of complex international organizations, including fundraising.
- Strong communication skills, both written and verbally, to connect with key audiences in a wide variety of settings.
- Comfort with meeting quantitative measures of success.
- Working experience and fluency in English and German is essential.



Appointment Process and How to Apply

Agora is partnering with the executive search firm Perrett Laver on this appointment.

Completed applications comprised of a CV and cover letter should be uploaded at <https://candidates.perrettlaver.com/vacancies/> quoting reference **5580**. The deadline for applications is **9am CET Monday 7th February 2022**.

Longlisted candidates will be invited to meet with Perrett Laver in late February 2022, and shortlisted candidates will be interviewed by the Selection Committee in late March/early April 2022.

The position should be based either in Berlin or Brussels with frequent travel to Berlin. Although working remotely is common at Agora, frequent travel to the Berlin headquarters is essential. The position includes the ability to work in a full- or part-time capacity.

The salary will be commensurate with comparable positions in Berlin-based organizations.

We want an energy transition for everyone from everyone. Therefore, we are particularly pleased to receive applications from people from groups that have been underrepresented in energy policy. We welcome applications regardless of gender and gender identity, nationality, ethnic origin, religion or belief, disability and age, and sexual orientation.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in. As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy/>



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