

JOB DESCRIPTION

Job Title:	Forests & Rights Senior Campaigner
Location:	London (hybrid), France (remote) or Democratic Republic of Congo (remote/hybrid)
Salary:	GBP 45,074 in the UK / EUR 42,874 in France / USD 53,964.38 in DRC <i>[Please note that all salary amounts are gross and vary depending on the location of the post and the employer contributions. RFUK operates a fixed salary grid, and salaries are non-negotiable.]</i>
Contract:	12 months fixed-term contract <i>(The role is currently offered on a fixed-term basis, with a strong expectation of extension beyond the initial term, dependent on the successful renewal of funding)</i>
Other benefits:	30 days annual holiday (in addition to Bank Holidays); 4% employer pension contribution (UK only) Enhanced sick leave and sick pay Employee assistance programme Learning and development allowance 4 weeks of work from anywhere in the world
Hours of work:	Full time, 35 hours a week
Start date:	As soon as possible

Candidates must have a pre-existing right to work in one of the listed locations. Please note RFUK is unable to cover any relocation costs.

If you have specific questions about the role or your application, please email us at jobs@rainforestuk.org and we will aim to get back to you as quickly as possible.

ABOUT RAINFOREST FOUNDATION UK (RFUK)

RFUK's mission is to support Indigenous Peoples and other communities of the world's rainforests in their efforts to protect their environment and fulfil their rights to land, life and livelihood. RFUK is committed to both human rights and environmental protection when it comes to tackling deforestation. Locally, we support forest communities to gain land rights, challenge harmful industries, manage and benefit from their forests, and protect their environment. Globally, we campaign to influence national and international laws and processes that protect rainforests and their inhabitants.

Since our founding in 1989, this approach has supported the securing and protection of millions of hectares of forest in the Congo and Amazon Basins. Our ambitious new 2033 vision seeks to deepen and scale this impact in rainforest countries in partnership with our Indigenous and

grassroots partners who are at the core of our approach. We are a values-led organisation with a growing team of over 30 staff members who are mainly based at our London office in the UK, France and DRC.

OUR PROGRAMMES

RFUK's programmes team is the largest in the organisation and implements projects, campaigns and research in the Andean Amazon, across the Congo Basin and at the global policy level. Our work is broadly split into the following areas:

- **Land & livelihoods:** supporting community tenure rights, local governance and forest management, notably through land use planning and local entrepreneurship.
- **Forests & rights:** community-based monitoring, advocacy and campaigns that tackle forest crimes and human rights abuses, the root causes of deforestation and the false solutions to these challenges.
- **Policy, research & learning:** promoting rights-based approaches to forest management through research and advocacy on legal and policy reforms and building critical capacities to deliver impact at scale.
- **Mapping & technology development:** crosscutting use of technology to empower communities and promote sustainable and accountable forest governance.
- **Latin America:** a geographically focussed programme integrating all thematic elements mentioned above.
- **Programmes Support Unit (PSU):** ensures a harmonised approach to Project Cycle Management, Grant Management, and Partner Management across RFUK's programme portfolio and teams.

ABOUT THE ROLE

With a strong commitment to social justice, the post holder will lead selected areas of RFUK's campaigning on climate, forests and community rights across the Congo Basin, with a particular focus on the Democratic Republic of the Congo (DRC). Together with local partners, forest communities and other allies, they will develop and implement campaigns to address escalating threats posed by logging and extractive industries, associated infrastructure development, and the rapid expansion of carbon market projects. The role will also involve managing funded projects within areas of responsibility, ensuring their effective delivery and impact, and providing support to partners in campaigning and project implementation.

APPLICATION PROCESS

To submit your online application, kindly complete the [online application form](#) by **14 October at 9AM (London time)**. All applications should be submitted in English. Please be aware that the form will be anonymised for review by the panel.

CVs and cover letters will not be considered.

Regrettably, due to the large number of applications we usually receive, it is not possible to write to you should you not be shortlisted for an interview. If you have not heard from us within 10

working days of the closing date, please assume that your application has not been successful on this occasion.

Interviews with shortlisted candidates will be held online on Thursday 22 October. Please let us know in your application if you are available to attend an in-person interview on this date.

We strongly encourage all candidates to read the [Recruitment FAQs page](#) on our website before submitting their application.

If you still have specific questions about the role or your application after reading the FAQs, please email us at jobs@rainforestuk.org and we will aim to get back to you as quickly as possible.

RESPONSIBILITIES

Reporting to the Forests and Rights Manager and working closely with the Executive Director, the Programmes and Communications teams, the specific responsibilities will be to:

1. Campaigns and policy advocacy

- Develop, support and implement campaign strategies to prevent or mitigate harmful activities in the Congo Basin, including oil and gas extraction, illegal logging, unsustainable infrastructure development and the expansion of carbon market projects, in line with organisational priorities. Build and partake in coalitions of local, national and international organisations to broaden our reach and impact on forest and climate issues in the Congo Basin and globally.
- Support deployment of RFUK's [ForestLink](#) and [ForestEye](#) forest and rights monitoring tools to support data collection, elevate local voices and underpin campaigns strategies.
- Develop and promote practical campaigning tools and information resources, while providing technical advice, strategic guidance and mentoring to partners and communities.
- Supervise the work of consultants, researchers, interns and volunteers as appropriate.
- Produce high-quality reports, briefings, map stories, web content and advocacy products, and contribute to the implementation of the programme's communications strategy.
- Monitor relevant international, European, UK and Central African forest protection programmes, policies and laws, in the context of wider climate change policy, forest policy and forest community rights.
- Liaise with relevant government Ministries, national and international institutions, international donors and NGOs, and represent RFUK at relevant local, national, and international forums, conferences, and policy discussions.
- Develop and deliver media engagement and outreach activities in collaboration with relevant teams, helping to raise awareness of RFUK and partners' policy positions and priorities.

2. Project management

- Manage funded projects linked to campaigning objectives, including contracting and supporting local partners in project implementation.
- Ensure successful project implementation in line with strategy, budgets, work plans and donor requirements, working closely with the Programme Support Unit and Programme Finance team to oversee financial and administrative management and prepare narrative reports.

- Alongside the Forests & Rights Manager, the Head of Programmes and the Executive Director, maintain close donor relations and ensure timely donor reporting.
- Work closely with the Mapping and Development Team to oversee the successful implementation of Forestlink and ForestEye tools in all territories where they are being rolled out.
- Contribute to the implementation of Monitoring, Evaluation and Learning plans for the programme, including development and monitoring of specific indicators, collection of baseline and monitoring data, and implementation of external project evaluations.
- Support the Programme support unit team in the due-diligence assessment and organisational development plans of partners involved in the projects and ensure follow-up of its recommendations as necessary.

3. Support to local partners

- Maintain permanent liaison with civil society and Indigenous partners to ensure alignment in policy positions and campaign strategies.
- Provide extensive support, guidance and mentoring – both on the content of the projects and in the development of policy, advocacy, campaign and communication tools and strategies.
- If appropriate, identify and develop new local partnerships and networks for change. Contribute to the design and implementation of knowledge and skills hubs, while supporting efforts to enhance the protection, capacity, and resilience of Environmental Human Rights Defenders (EHRDs).
- Undertake up to four monitoring trips per year (up to 16 weeks) to review campaigns and project progress with local partners and undertake any other work required to ensure effective implementation of campaigns and projects.

4. Other

- With support from the Operations Team, ensure compliance with data protection rules.
- Support the identification and development of strategic project and funding opportunities that advance RFUK's campaign and programme objectives.
- Contribute to the development and execution of organisational strategy and planning.
- Travel up to 10 weeks per year including in remote forest areas.
- Perform other tasks as may from time to time be requested by the Forest and Rights Manager, the Head of Programmes and the Executive Director.

PERSON SPECIFICATION

We strongly encourage all candidates to read our [Recruitment FAQs](#) before submitting their application.

Detail	Essential	Desirable
Knowledge and Experience	• Fluency in English and French (spoken and written), with French proficiency at a minimum of <i>B2 level</i>, including the ability to work with complex documents, facilitate meetings, and engage professionally with partners and stakeholders. • At least five years' experience in a policy or campaigning environment, preferably with an NGO, charity or action-research environment. • Good knowledge of climate, forest, biodiversity, and environmental issues, particularly as they relate to human rights, Indigenous Peoples, local communities, extractive industries, carbon market and environmental challenges in Africa. • Ability to lead strategic thinking and project development, including campaign and project design and development of funding proposals. • Experience in implementing campaigns, particularly as they relate to human rights, Indigenous Peoples, local communities, extractive industries, carbon market and environmental challenges in Africa. • Experience of project management, including overseeing budgets, deliverables, partners, consultants and reporting requirements. • Strong stakeholder engagement and networking skills, with experience working collaboratively with civil society organisations, community groups, government institutions, donors, and international partners. • Outstanding written and verbal communication skills, including the ability to communicate complex issues to a range of audiences and contribute to media, public affairs, campaigning and advocacy activities.	• Experience of working with partner organisations in Central Africa. • An understanding of international financial institutions, international organisations and donors such as the UN, World Bank and the EC. • Good knowledge of Indigenous Peoples' rights issues and international agreements affecting them, especially in an African context. • Demonstrable knowledge and experience of participatory and rights-based approaches to community development and advocacy. • Experience using data analysis and digital monitoring tools, including desirable knowledge of Geographic Information Systems (GIS) and community-based monitoring approaches. • Proficiency in Microsoft Office, particularly Excel, Word, PowerPoint, and online collaboration tools.
Personal Skills and Attributes	• Commitment to RFUK's mission and values. • Proven ability to work efficiently in a multinational team. • Willingness and ability to learn on the job, keen to undertake training and develop additional technical knowledge and skills.	

	• Excellent organisational and time management skills with the ability to work to multiple deadlines. • Flexible and resilient, with the willingness and ability to travel regularly within the Congo Basin region and internationally as required.	
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Equal Opportunities

RFUK is an equal opportunities employer, and makes no discrimination on the grounds of gender, race, age, physical abilities, religious or sexual persuasion.

Important notice

RFUK has a zero-tolerance approach to any attitudes or behaviours that put our staff, those impacted by our programmes, or the wider community we work with at risk of harm. Safeguarding incidents are considered acts of gross misconduct and are grounds for disciplinary action, up to and including dismissal and referral to relevant authorities.

As representatives of RFUK, staff behaviour must be seen to be of the highest standard and in keeping with RFUK's vision, mission and aims. Therefore, all offers of employment are subject to satisfactory references and appropriate screening checks.

Data Policy

Rainforest Foundation UK (RFUK) is a registered Charitable Incorporated Organisation and registered Company (Charity No. 1138287. Registered Company No. 7391285). Our registered address is Suite 201, Pill Box Studios, 115 Coventry Road, London, E2 6GG, United Kingdom.

RFUK is committed to ensuring that your privacy is protected. Any data requested will be used for recruitment purposes only; to screen candidates and judge their suitability to progress to interview. RFUK will not share the data with other organisations for marketing purposes. Data collected in the UK is held in accordance with the General Data Protection Regulation (EU) 2016/679 and the UK Data Protection Act 2018. We will keep your personal information for 12 months after which it will be deleted, unless a longer or shorter retention period is required by law, is necessary in the course of legal proceedings or is otherwise needed for a particular purpose under applicable law. We may keep your personal information for a shorter period if you ask us to delete your personal information. In such a case, RFUK will aim to delete your personal information within a maximum period of one month from the date of the request. You have the right to request a copy of data we hold on you, to rectify your data and to restrict processing of your data. You can email at info@rainforestuk.org or write to us at RFUK Suite 201, Pill Box Studios, 115 Coventry Road, London, E2 6GG, United Kingdom. For more information on how we process data and your rights please read our [privacy policy](#).

Safeguarding

RFUK is committed to Safer Recruitment and all appointments are subject to satisfactory references and pre-employment checks (including a DBS check) as required and in line with our Safeguarding Policy and Procedures. RFUK has a zero-tolerance approach to any attitudes or behaviours that put our staff, those impacted by our programmes, or the wider community we work with at risk of harm. Safeguarding incidents are considered acts of gross misconduct and are grounds for disciplinary action, up to and including dismissal and referral to relevant authorities. More information, including a copy of RFUK's Safeguarding Policy, is available [here](#).