



Climate Change & Sustainability Specialist

Role Summary

Julie's Bicycle (JB) is seeking a Climate Change & Sustainability Specialist to work across our Creative Green Consultancy Programme and on Partnership Projects and Arts Council England Programme. This is a rare opportunity to join JB's passionate, expert, and friendly team at our internationally renowned non-profit, working at the intersection of culture and the climate crisis.

Job title:	Climate Change & Sustainability Specialist
Contract:	Preferably 0.8 FTE (full-time can be considered for the right candidate), 1 year fixed-term contract with the possibility to become permanent
Location:	Hybrid working: office base is at Somerset House, London: we are flexible on approach, within a hybrid model of in-person & virtual. This can be discussed at interview (*)
Salary:	£39k to £41k p.a. (pro rata), depending on experience
Reporting to:	Creative Green Programme Lead
Start date:	ASAP - depending on candidate's notice period
Normal hours:	Office hours are 9.30 - 5.30pm, Monday – Friday. As this is ideally a 0.8 FTE role, there is flexibility on how the time is spread across the week. Please state how you would intend to allocate your time when you apply. <i>(requests for flexible working hours will be considered)</i>

Other:

- Annual leave is 25 days per year (pro rata) and standard bank holidays. JB also offers additional days over the Christmas break (exact days are agreed annually).
- Cultural entitlement of £250 per annum (pro rata) to spend on arts/ cultural events & activities.
- All employees are able to claim 1 hour a week for personal wellbeing.
- Pension scheme enrolment and 6% employer contributions (reviewed annually).

(*) Access to office space in London is always available to staff who can't or don't want to work from home.

Some travel is involved in this role - to visit organisations and run programme activities.

If you would like this application pack in a different format (e.g. large print or audio file), please email recruitment@juliesbicycle.com.



About Julie's Bicycle (JB)

JB is a leading non-profit putting **climate action at the heart of culture**. We believe that creativity is a powerful catalyst for change—and that the arts and cultural sector has a vital role to play in building a just, regenerative future.

For over 15 years, we've worked with artists, cultural institutions, funders, and policymakers to mobilise creative climate leadership through advocacy, research, policy influence, training, and community building. We champion climate justice, centre equity, and believe that environmental solutions must be driven by cultural shifts as well as systems change. For more information on all our programmes, please visit <https://juliesbicycle.com/>.

About Key Programmes

Creative Green and Creative Climate Partnerships

Julie's Bicycle's Creative Green and Partnerships programme works with individual organisations and networks through consultancy and partnership. The programme combines sustainability expert advice, networking and peer-to-peer knowledge, supporting a wide variety of organisations in arts and culture to embed environmental sustainability into their value. From developing environmental action plans and training to designing net-zero pathways and sustainable exhibitions, we support organisations in incorporating sustainability into their strategy and governance, understanding their ecological impacts, and developing and monitoring action plans and practices.

We collaborate to enable practical action for transformational change by working with diverse cultural organisations, including those in visual arts, museums, galleries, and theatre. Our Creative Green team partners with various organisations such as the British Film Institute, British Council Americas, Green Libraries Partnership, Tomas Saraceno Studio, Goethe Institute, Independent Cinema Office, Arts Council Ireland, and numerous European funding programmes. We also work with cultural services both in the UK and internationally across sectors including performance and music.

JB offers a suite of free cultural sector-specific carbon calculator tools – the [Creative Climate Tools](#) - which are recognised as a world-first platform for carbon reporting and environmental monitoring for cultural organisations and businesses, including venues, tours, offices, and outdoor events.

Our Partnership with Arts Council England

Julie's Bicycle is the partner for the [Arts Council's Environmental Programme](#), supporting organisations to take environmental action and meet their funding requirements and supporting the Arts Council to drive positive environmental change within the sector. The programme focuses on delivering support to organisations in: reporting their impacts and taking action using the Creative Climate Tools; running events, peer sharing sessions, webinars, signposting to and developing resources to deepen understanding around data use, and relevant topics in sustainability; broadening access to climate literacy via e-learning; providing a strand of workshops to provide targeted support for artists, creatives



and freelancers, and; to inspire, develop and nurture sector leadership via a number of dedicated programme strands focused on governance, justice, resilience and decarbonisation. The programme is adaptive, and as we move into 2026, there is a significant opportunity to shape the delivery of our Decarbonisation programme in particular, to respond to the needs of the sector.

Our leadership strands include:

Transforming Energy, our Arts Council England decarbonisation programme. This programme currently has two strands: Buildings Net Zero Energy supports building-based organisations in enhancing their energy management processes, and our Capital Investment Ready programme supports cohorts of advanced organisations in preparing their cultural venues for electrification, with a focus on 2030 decarbonisation goals.

Additional strands include our Board Environmental Champions program, which helps trustees and board members of National Portfolio Organisations (NPOs) and Investment Principles Support Organisations (IPSOs) incorporate environmental responsibility into governance, supported by a champions guide and peer networking sessions. The Leading Resilience programme, an ongoing pilot and mentoring initiative, fosters leadership within the portfolio and sector by enhancing understanding and skills for adapting to climate impacts. The Creative Climate Accelerator is a free training course designed for individuals from diverse and underrepresented backgrounds, empowering them to develop skills and confidence to drive change in their communities.

The Role

We are looking for an outstanding individual to join our team as a Climate Change & Sustainability Specialist, to lead and facilitate the management of strands of work on these programmes:

- Transforming Energy - Arts Council England (30% FTE)
- Creative Green and Partnership programmes (50% FTE)

The work involves project-managing and delivering key partnership projects, and supporting collaboration with both subsidised and commercial cultural organisations, as well as with networks of organisations, funding bodies, cities, and local authorities. We focus on projects that generate knowledge that can be shared with the broader sector to promote climate action.

Candidates will have strong knowledge of the environment and climate, including their root causes, impacts, key issues, solutions, and approaches. You will have the confidence to embed sustainable practices across operations, strong facilitation skills, and the ability to drive change and governance in organisations and networks.

You will be passionate about the cultural sector's unique role in accelerating a just energy transition and inspiring wider action. We would particularly welcome expertise in community energy networks and solutions, nature restoration and carbon sinks, and broad environmental management and the just transition.



You will have proven project management experience and be able to combine strategic thinking with on-the-ground delivery across all project stages, leading consultancy activities, including mentoring clients and running public-facing sessions. An excellent communicator and confident project manager, you will have a flexible, solution-focused approach.

Responsibilities

As part of the Creative Green and Creative Climate Partnerships team, our Climate Change & Sustainability Specialist will manage partnerships, working closely with a wide range of high-profile organisations in the arts and culture sector to help them understand, manage and improve their commitments to climate action and a just transition. A typical month might involve developing sustainability advice for cultural organisations supported by international cooperation, developing and delivering sustainability training for libraries, researching opportunities for climate action for artistic residencies, analysing environmental management data and writing recommendations and reports, helping write new proposals for partnership development, creating recommendations to influence cultural policy funding in the UK and Europe, creating a net zero plan for museums and theatres, supporting the sustainable production of exhibitions and performances.

With the Arts Council England programme, you will lead the management and delivery of the strand focused on decarbonisation, working collaboratively with the team.

There is a significant opportunity to shape the programme to support organisations in decarbonising across key focus areas, including community energy schemes, district heat networks, nature-based solutions, circular economy initiatives, and energy management approaches, among others. Beyond this key strand, they will collaborate with the team to support aspects of delivery and contribute to team activities across the wider programme as appropriate. They will also collaborate on delivery support and contribute to wider team activities.

Key responsibilities:

Project scoping and proposal writing

- Actively seek partnership development opportunities that align with our strategy and aims.
- Scoping and planning new projects.
- Writing competitive proposals for new partnership projects.

Project Management and delivery

- Full project management, including managing timelines, resources, contracts, and budgets. This includes high quality, timely delivery of project strands, resources and events within the Creative Green and Partnership programme.
- Managing and delivering the decarbonisation strand of the Arts Council England environmental programme, and evolving the focus and support provided for organisations in line with sector needs.
- Designing and facilitating training and focus groups for organisations and specific stakeholder groups/networks, leadership sessions in person and/or virtual.

- Analysing environmental data focusing on energy, materials, carbon footprint calculation, environmental data and science-based targets and life cycle analyses.
- Developing strategic pathways for organisations to decarbonise towards achieving Net Zero Carbon emissions with emphasis on a Just transition and sustainability plans for cultural organisations. Carrying out the necessary research to respond to specific organisational / sector challenges.
- Developing clear and accessible communications about decarbonisation strategies and progress for a variety of internal and external audiences.
- Producing reports, strategy, policies, action plans, tools and resources.
- Providing advice on how clients can meet environmental regulations.

Learning and knowledge Sharing

- Distilling and synthesising learning, insights and knowledge arising from projects.
- Clear communication and active sharing of knowledge with the wider team to support and enhance internal learning
- Presenting findings and recommendations to clients, partners, Julie's Bicycle's team and broader stakeholders.
- Keeping up to date with current research and legislation.

Experience And Skills

Essential

- Significant experience (five to seven years) of working in environmental sustainability programmes or a similar role.
- Demonstrable experience of successfully managing environmental projects, working in partnership with external organisations
- A degree in environmental science/studies/management/sustainability and/or another relevant academic discipline area, or evidence of equivalent expertise.
- A proactive, flexible approach, and the ability to progress work independently in a fast-paced environment.
- An interest in the arts and culture, the role they can play in the climate crisis, and the sustainability issues that impact this sector.
- Demonstrable expertise related to a range of the following: decarbonising pathways and just transition, community energy networks and solutions, nature restoration and carbon sinks, broad environmental management and circular economy, and sustainability in the supply chain.
- Deep commitment to climate justice and to threading this throughout their work
- Experience and confidence in designing and facilitating workshops, training and focused group discussions or similar.
- Experience in writing proposals and relationship management with high-profile organisations.
- Experience in project management from the beginning to the end of a project, including learning and evaluation.
- Experience in carbon footprint calculation, conversion factors, and analysis.



- Experience in undertaking consultation and information gathering with organisations from which to develop strategy, policy, and action plans.
- Client/ Partners-facing presentation skills.
- Excellent written skills.
- Scientific and numerical skills.
- Strategic thinking.
- Excellent attention to detail.

Desirable

- Sustainability experience gained within the cultural sector / specific experience working with museums and galleries, performance venues, theatres or cultural services.
- Business skills and commercial awareness.
- Understanding of communications strategies.
- Experience of writing reports, guides, and communication materials for non-academic audiences.
- IEMA membership or similar.

Why Join Us?

At Julie's Bicycle, you'll join a passionate team working at the intersection of creativity and climate action. We offer a collaborative, inclusive, and flexible working culture — where your voice will shape how the cultural sector responds to one of the greatest challenges of our time.

How to Apply

If you'd like to apply, please:

- Complete the application form and equal opportunities monitoring form found on our website [here](#).

Submit these via our application portal by **11.59pm on Sunday 18th January 2026**.

We encourage people from any background to apply for this post. We are committed to creating a workforce which is representative of our society, and to bringing together those with a variety of skills and experiences to help shape what we do and how we work. We are particularly keen to hear from people of colour and those who self-identify as disabled.

Please note, this post is open to people who already have the right to live and work in the UK, as Julie's Bicycle is not currently in a position to sponsor a work visa.



A note on AI

While we understand that some people may use AI tools for accessibility (and recognise and support that many assistive technologies may use elements of AI), we ask candidates to consider what tools are most appropriate during the application process. For example, we recognise the value for many people of machine learning language tools like Grammarly. On the other hand we would discourage the use of generative AI tools in writing your application, as we'd like to understand your personal interest in working for Julie's Bicycle, and be able to understand your non-AI-assisted communication skills just as they are. We also recognise that for many of the people and creative communities we work with, the rise of generative AI poses a threat to their livelihoods, while the environmental impacts of AI are only set to grow: this means we also have a responsibility as Julie's Bicycle to consider where and when (and if) we use AI in our work.

Thank you for your interest in working at Julie's Bicycle.