



Senior Governance Expert, NetZeroCities

Location	Salary band	Contract
Europe (with strong preferences on Brussels, Berlin, Madrid, Barcelona, Paris and Stockholm)	5 500 - 6 000€ monthly on an employment contract basis	24 months with a view to extend Employment contract if based in Belgium, freelance contract elsewhere
Language(s)	Hours	Expected start date
English. Knowledge of other European languages would be highly desirable	Full-time (38 hours per week)	Ideally September 11th 2023 subject to final approval of funding

About the Role

Democratic Society (Demsoc) is a leading organisation in Europe's democratic transformation, supporting cities and citizens to ensure that radical climate transformation is a democratic not just a technocratic process. Through democratic design, organisational development and practical participation exercises, we are building greater participation and dialogue in democracy.

Demsoc works to develop new forms of democracy, support citizens to participate, activate impact-oriented networks and create democratic responses to **challenges that cities and urban areas are facing**. It works as a networked organisation, fostering practical participation and active learning in democracy at local, national and European level.

We are a partner of the NetZeroCities (NZC) Programme in support of the EU Mission for 100 Climate-neutral and Smart Cities by 2030. At NetZeroCities we are working as pioneers on the intersection between sustainable transition, urban planning and democratic design. A big part of this role focuses on supporting governments to engage citizens and stakeholders, connecting local action to systemic change, and to collectively advancing real-world solutions to accelerate the climate-neutrality

transition. NetZeroCities is designed to enable European cities and citizens to show the way forward towards an inclusive, thriving, climate resilient and sustainable future.

We are seeking someone who is mission-oriented, who thrives in connecting diverse perspectives and actors, who is experienced in activating other forms of governance or have on the ground understanding on how governance systems can support a fair and net-zero transition, and lastly who is passionate about people-powered democratic interventions and contributing to facilitating transformative action to achieve a just and (joyful) transition towards Climate-Neutrality in Cities where no one is left behind.

Responsibilities

As a senior governance practice expert

- Lead Demsoc strategic engagement in embedding new participatory forms of governance to raise ambition, commitments, and impact in the cities climate transition journeys.
- Support diverse cities in the design and implementation of different governance arrangements based on the locality and context to activate an inclusive ecosystem for change to support Cities's Climate Neutral ambitions.
- Support different cities to ensure high-quality governance practices are enabled in their transition towards Climate Neutrality, supporting the rest of the team to ensure the success of the project alongside a wider team of city advisers and specialists.
- Work proactively and collaboratively across relevant teams at NetZeroCities to orchestrate and deliver the multi-level policy dialogues and mutual learning activities to engage relevant stakeholders and policy-makers with the mission.
- Develop relevant domain knowledge and serve as an internal champion to convey and expand our impact on this domain and contribute to growing our portfolio
- Identify, build, and manage strategic relationships with key partners from government, academia, business, and other relevant partners and programmes that support the EU Cities Mission.

As part of the wider Demsoc team

- Supporting the strategic development of Demsoc
- Work more widely with other colleagues on strengthening and re-imagining democracy
- Share NZC learnings with the wider Demsoc team and wider audiences
- Work more widely in our teams on democratic climate governance
- Ensure our work with cities uphold the highest standards of democratic practice

Person Specification

The ideal applicant will be an inspiring and committed colleague with strong relational and highly adaptive skills to work in a fast-paced environment.

Qualifications and Experience

Demsoc seeks to employ a broad and diverse team reflecting the places and communities we serve. We know that not everyone has a traditional career or learning path. For these reasons, the experience and qualifications shown below are indicative, not required. If you believe that your life experience and learning enable you to deliver the work we are looking for to a high standard, we want to hear from you.

You would be a good fit for this role if you had:

- Strong experience in research or as a practitioner of participatory forms of public governance, innovative and deliberative practices in governments (local, regional, national), collective intelligence in policy making, ideally in non-for-profit, government, philanthropy, or academic sectors.
- Proven track record in managing the design and implementation of high-quality governance innovation strategy and driving continuous improvement at a senior level
- Experience with applied research on or analysis of just climate transition (or other transition processes) and the public institutions and multi-stakeholder partnership it requires, ideally from a policy perspective.
- Strong understanding in transition governance, urban regeneration and the issues core to the Climate Neutral Transition in Cities
- Demonstrated leadership and delivering results with large scale coalitions, and strong track record in working and facilitating multi-stakeholder interventions – in particular with government, research, civil society and private sector.

Competencies

- Entrepreneurial attitude willing to adapt and navigate the fast-changing and action-oriented context of the program as it scales and shifts to support emergent needs of cities.
- Ability to connect the dots in a complex matrix environment, strong collaboration and listening skills, with the ability to consolidate meaningful relationships with team members, partners, communities and relevant stakeholders
- Experience and understanding of local networks, politics and democratic initiatives
- Experience working with local government and/or multi-stakeholder interventions
- Strong policy analysis / new governance systems / democratic innovation design
- Excellent communication skills to share learning and impact with others internally and externally
- Excellent writing and editorial skills to communicate with multiple audiences in academic and policy circles as well

- Cross-cultural competence, with excellent ability to work with an international team and community in a transdisciplinary and multi-cultural context;
- Experience and proven success in working with senior management, academicians, civil society, as well as navigating and influencing complex governance structures;

Democratic Society - Key Competencies

Initiative: you're a self-starter that can organise your own workload to meet business needs and use initiative to respond to unanticipated problems or situations.

Team work: you work collaboratively as part of a team to deliver a service to others.

Equality: you support and protect equality and diversity and respect colleagues and everyone we work with regardless of gender, age, disability, sexual orientation, religion or ethnic origin.

Holding professional relationships: you work with a focus on delivering services to clients and partners, acting with integrity and respect on behalf of the organisation and honouring confidentiality.

Problem solving: you have strong problem-solving skills with the ability to anticipate issues and resolve matters independently, developing sound pragmatic solutions.

Strategy: you ensure that at all times your work informs, reflects and supports the aims and objectives of this role.

Equality, access and diversity

Demsoc is an equal opportunities employer and welcomes all suitably skilled persons regardless of their race, sex, disability, faith, sexual orientation, education or age. We are a multilingual and multicultural organisation, working internationally and actively working to ensure our team reflects the communities and places we serve.

Deadline for application

Please send your application (CV, a 1-page Cover letter and an example of your writing - e.g. reflective blog piece, a policy or academic paper) to recruitment@demsoc.eu by **4 August** (by midnight). Applications will be reviewed on a rolling basis. We are planning to hold interviews in the first half of August and we would appreciate it if the successful candidate could start the position as soon as possible.