

POSITION: Team Lead, Strategic Communications - Europe

REPORTS TO

Director of Communication

SUPERVISORY RESPONSIBILITIES

Manage a growing Europe communication team

LOCATION

Remote/home-based or hybrid in Europe with preference given to geographic proximity to London, UK or Brussels, Belgium. Some domestic and international travel is to be expected.

JOB SUMMARY

RAP's Europe team is expanding its scope and ambition and growing its strategic communications work for increased impact. We are recruiting a Strategic Communications Team Lead to drive this work and manage the Europe comms team.

You will be joining a global communications team to lead our outreach and other communications activities in Europe. This includes providing strategic communications advice to senior leadership and content experts who support policy makers and regulators to accelerate the clean energy transition across the power, industry, buildings and transport sectors. Our work covers energy markets, infrastructure, heat decarbonisation and electrification.

ESSENTIAL FUNCTIONS

- Develop and lead the European communications strategy to strengthen the visibility and impact of the organisation's work, position it within key European debates, and support the advancement of the energy transition.
- Oversee the Europe communications team, setting priorities, allocating responsibilities, and ensuring effective coverage of communications needs across the European programme.
- Monitor the European political, policy, media, and narrative landscape and exercise independent judgment on when and how the organisation should communicate to respond to emerging developments, create opportunities, and contribute to relevant public and policy debates.
- Work closely with Europe leadership, programme teams, and communications colleagues to ensure high-quality communications outputs that are strategically designed for impact, consistent with the global brand and European voice, and tailored to relevant audiences and channels.
- Lead European outreach across priority markets, including strategic countries such as Poland and the United Kingdom, working directly and through the communications team and external partners to expand reach and influence.
- Strengthen media engagement across Europe by cultivating relationships with journalists and relevant outlets, identifying opportunities for coverage, and positioning the appropriate experts and leaders as external spokespeople.
- Lead and oversee the delivery of European communications across channels, including press materials, web and social media content, newsletters, webinars, events, and the adaptation of existing research and thought leadership for new audiences and outlets.
- Monitor and evaluate the impact of European communications activities, including publications, media engagement, digital content, and external outreach, and use insights to continuously improve communications strategy and delivery.
- Provide strategic guidance on funder communications and ensure that European funding proposals appropriately reflect communications objectives, activities, and expected impact.
- Collaborate with communications colleagues across other regions to share expertise, coordinate communications where appropriate, and contribute to a cohesive global communications approach.
- Represent the organisation externally with media, partners, stakeholders, and at relevant events, as appropriate.

CORE COMPETENCIES

- Knowledge of, and a genuine interest in, the energy and industrial transition.
- Comprehensive experience in communications and media outreach, with the ability to craft and pitch compelling, media-worthy stories that cut through noise and resonate.
- Excellent writing skills and clear-sighted views on the format and structure of outputs for audience and impact. Ability to support content authors to build these skills.
- Strong networks such as established relationships with key European journalists and media outlets. Supported as relevant by relationships with businesses, civil society organisations and funders in the field and an ability to expand these networks.
- The ability to monitor political and policy debates, for example through media tracking and intel gathering, and agility to quickly react to opportunities where they arise.
- A self-starting attitude, capable of working independently to establish relationships and initiate projects.
- People management experience, the skills to lead a small team and provide constructive feedback to colleagues. Project management skills to transform ideas into communication outputs and manage their delivery, collaborating with various colleagues and experts.
- Collaborative and supportive, willing to share knowledge and credit, and inclined to help colleagues succeed.
- Adaptable, with the capacity to thrive in a fast-paced, international and collaborative working environment.

MINIMUM QUALIFICATIONS

- Bachelor's Degree in a relevant subject or an equivalent combination of education and professional experience
- A minimum of 8 years of relevant professional experience
- Fluency in written and spoken English, our working language. Additional language skills, in particular French or Polish, are an asset.

PHYSICAL DEMANDS

The physical demands and work environment characteristics described here are representative of those necessary to perform the essential functions of this job. Reasonable accommodation may be provided to enable qualified individuals with disabilities to perform these functions.

- Must be able to remain in a stationary position most of the time.
- Capable of regular travel by various modes of transport.

COMPENSATION & BENEFITS

- UK: £62,000-70,000.00
- Belgium €68,000-84,000.00

Plus benefits in alignment with the organisation's current regional benefits packages.

Final salary will be determined based on factors including years of relevant experience, depth of subject matter expertise, demonstrated impact, and organisational needs. This approach enables us to attract and appropriately place high-calibre candidates across a range of career stages while maintaining internal equity.

RAP'S COMMITMENT TO JUSTICE, EQUITY, DIVERSITY AND INCLUSION

RAP team members are hired and compensated based on job-related qualifications and abilities. We strive to provide a work environment that allows our team members to feel safe and respected. We value the dignity and worth of each individual and do not tolerate any form of employment discrimination, including harassment, and any mistreatment due to race, color, sex, gender, age, religion or religious creed, national origin, ancestry, citizenship, marital status, sexual orientation, gender identity, gender expression, genetic information, physical or mental disability, military or veteran status, or any other characteristic protected by law.

RAP provides reasonable accommodation to qualified individuals with disabilities or based on a sincerely held religious belief, in accordance with applicable laws. If you need to inquire about accommodation or need assistance with completing the application process, please email the people operations team.

APPLICATION SUBMISSION

Submit your application, consisting of a resume/CV and letter of intent/cover letter, to apply@raponline.org, no later than 16 October.