

Director (m/f/d)

Energy & Resources

Location: Berlin | Hybrid working possible/adelphi consult GmbH

adelphi is a leading European consultancy specialising in sustainability strategies and international development. The adelphi Group comprises SEEK Development and phiyond. All brands share a common commitment to people and the planet. We are convinced that current developments reinforce our mission – even if the paths towards it must be reimagined. Our goal – a sustainable and just world – has never been more important.



**FULL TIME
BERLIN**

Job Summary

We are committed to advancing the global energy transition. Our thematic scope is broad, ranging from sustainable energy generation and modern storage technologies to

energy-efficient buildings and district heating. In the area of resources, we work to reduce the environmental impact of economic activity and consumption. We support the successful implementation of EU environmental instruments such as EMAS, the EU Ecolabel, and the Environmental Footprint (EF), working alongside policymakers, businesses, associations, and financial institutions.

We analyse and develop concrete strategies and systemic solutions for the transformation towards a sustainable economy. Our team comprises nearly 30 driven and highly motivated professionals. We deliver projects for a broad range of clients, including:

- The German Federal Government and its subordinate agencies
- The European Commission
- Multilateral financial institutions and development banks
- Business organisations, associations, and private-sector companies

To further expand our activities in Germany, Europe, and internationally, we are looking for a dynamic, forward-thinking individual who will bring fresh strategic momentum to our team and actively contribute to the growth of the adelphi Group.

An exciting growth area for us is the development of sustainable supply chains and circular solutions for critical raw materials for the energy transition to and within Europe. We are also increasingly engaged in industrial decarbonisation, the heat transition, and electricity market flexibility as key components of the broader transformation.

Your Role

As Director Energy & Resources, you will co-lead the Energy & Resources team alongside the existing programme leadership, manage complex flagship projects, drive key business development activities, and play an active role in shaping the growth of the practice area. You will report directly to the Managing Directors.

*Diversity is important to us. For a sustainable future,
we need a diversity of experiences experiences,
backgrounds and perspectives.*



Your tasks

- Acquisition, design, and management of complex, multi-stakeholder projects in the areas of energy, resources, and sustainability, working with national and international clients such as the EU, the World Bank (WB), the EIB, and others
- Business development, including building senior-level client relationships, strategically positioning adelphi within consortia, managing key tender processes, and taking responsibility for innovative proposals in close collaboration with adelphi's Business Development team
- Co-developing and implementing the strategy of the Energy & Resources team, as well as shared responsibility for the programme's financial performance and contribution to adelphi's overall growth strategy
- Representing adelphi with high-level clients and stakeholders in relevant specialist media and at events
- Leading, motivating, and developing the Energy & Resources team
- Identifying and leveraging synergies with phiyond in the private sector space – particularly on topics related to environmental management and sustainability consulting



Your qualifications

- A university degree (Master's or PhD) in energy or environmental sciences, political science, economics, or a related field
- Several years of experience in strategic consulting on sustainable energy, resources, and/or climate topics, ideally in a European and international context
- A demonstrable track record in client development, e.g. through building an (international) consulting practice with a sustained record of success
- A strong network and established contacts with decision-makers from policy, business, academia, and finance in the areas of energy, resources, and sustainability
- An excellent understanding of current national and international energy policy, including knowledge of market design, renewable energies, and energy efficiency

- Experience in policy advice, technical and economic analysis, stakeholder management approaches, and the design of capacity-building programmes
- Experience working with public-sector clients, international business organisations, and financial institutions
- An entrepreneurial mindset and the ability to strategically develop business areas
- Excellent written and spoken English and German. English is our working language; we strongly encourage international candidates to apply for this exciting role based in Berlin. Additional languages, particularly French and Spanish, are an asset.
- Strong organisational skills and a sense of responsibility, paired with a solution-oriented, client-focused, and quality-conscious working style

Also Desirable

- Enthusiasm for adelphi's mission and a genuine commitment to a sustainable future
- Willingness to travel occasionally (nationally and internationally)
- Familiarity with evaluation methods and impact assessment

Personal Attributes

- Strategic outlook combined with a pragmatic, hands-on mentality
- Strong stakeholder engagement and collaborative skills
- Analytical rigour paired with pragmatism
- A high degree of personal responsibility, integrity, and results orientation
- The ability to communicate complex issues clearly and persuasively

We offer...

adelphi Impact:

You advance social-ecological transformation with impactful projects.

adelphi Fit:

Free or discounted membership in the Urban Sports Club with more than 50 sports throughout Germany and in five European countries.

adelphi Spirit:

An international and interdisciplinary team with a lot of passionate commitment for a future worth living. Not only spinning ideas together at work, but also celebrating together at various adelphi events.

adelphi DNA:

dynamic green new-work environment with flexible working hours for your personal work-life balance as well as IT equipment for your home office.

adelphi Care:

Individual development through numerous internal and external trainings as well as our buddy program, mentoring and knowledge exchanges.

A meaningful role with real-world impact in one of the most pressing policy areas of our time

An attractive remuneration package with fixed and variable components

A motivated, interdisciplinary, and international team with flat hierarchies and significant scope for initiative

Close collaboration with SEEK Development and phiyond – and access to a broad international network

A direct reporting line to the Managing Directors and active involvement in shaping the organisation's development

Initially a two-year fixed-term contract – with a strong mutual interest in a permanent position upon successful collaboration

Your application

We therefore welcome all applications – regardless of gender, disability, nationality or ethnic and social origin. Recognised severely disabled persons or persons of equal status will be given preferential consideration in the case of equal suitability.

Send us your complete documents **as soon as possible** (including cover letter, including curriculum vitae, copies of certificates, salary expectations and information on your availability). Please use only the way via our online application.