Climate Policy Expert (R-2602) (x/f/m)

Stellenanbieter: NewClimate Institute

Start date: As soon as possible. Full time – 38 hours per week.
Location: Cologne (preferred) or Berlin
Application deadline: 21 June 2026 (or until position is filled)

NewClimate Institute
NewClimate Institute focuses on climate mitigation by supporting climate action research and implementation around the world. We are a dynamic and diverse multidisciplinary team of political scientists, engineers, economists, communication experts, business administrators, natural scientists, data nerds and much more – what unites us is the will to tackle the climate crisis. Through our policy-oriented research and capacity building we help national governments, international organisations, NGOs and other actors to develop and implement solutions to the global climate change challenge.
NewClimate Institute's key motivation is to maximise impact, in a creative and fun working environment with a positive team spirit built on openness, trust and inclusiveness.

The position
NewClimate Institute is seeking a climate policy expert with at least five years of work experience. You will join a team that tracks climate action of governments and sectors, including the transition to zero-carbon electrification. We develop tools and approaches for analysing climate and energy policies and sector decarbonisation trends, assess countries' climate change mitigation actions (including through the Climate Action Tracker) and contributions from non-state actors. Through our work, we inform climate negotiations and other international fora, as well as national policy makers in many countries.
In this role, you will be responsible for:

- Conducting quantitative and qualitative analysis of policies, their impacts and other climate change mitigation related topics,
- Leading and contributing to research reports and other publications, such as policy briefings or blog posts,
- Managing medium and/or larger-scale projects,
- Preparing and participating in workshops and conferences, and
- Engaging with project partners and external stakeholders.

Candidate profile
You should be highly motivated with a strong interest and expertise in the field of climate change mitigation, climate policy and sector transformation.
We are looking for somebody who is:

- Motivated to work for a forward thinking, dynamic and impact-oriented non-profit organisation
- Interested to be part of an international, multi-disciplinary team

- Self-sufficient, independent and eager to learn
- Able to apply their knowledge to different content areas and keen to learn about new topics
- Flexible and interested to travel within Germany and internationally

Required qualifications for this position are:

- At least 5 years of work experience with exposure to topics related to climate change mitigation. We also welcome applications from candidates with significantly more experience.
- Master level university degree or equivalent in a related field (e.g. environmental sciences, physics, engineering, economics or political sciences)
- Excellent understanding of the climate policy landscape, both at a country specific and global level
- Excellent analytical, report writing, communication and presentation skills; ability to express ideas succinctly both verbally and in writing
- Experience managing projects, workstreams or collaborative research activities with a high degree of cultural sensitivity
- Fully proficient in English
- Ability to build and maintain strategic relations with government institutions, philanthropic organisations, companies, CSOs and other relevant stakeholders

Preferred qualifications are:

- Knowledge of mitigation options in specific sectors or thematic areas (e.g. energy systems, electrification, buildings, transport, industry, chemicals, agriculture)
- Experience developing analytical approaches, methodologies or assessment frameworks
- Experience with data processing, quantitative analysis or programming
- Experience with grant writing and funder relationships
- Proficiency in other languages

NewClimate Institute draws strength from its diverse team. We welcome applications regardless of a candidate’s ethnic and social origin, religion, sex, sexual orientation, gender identity, national origin, disability, care responsibilities or age. We particularly encourage applicants from the Global South.

What we offer

- An unlimited employment contract
- A competitive salary package, including a monthly gross salary in the range of 4700 – 5700 €. For candidates exceeding the requirements, a higher salary range may apply.
- An impact-driven non-profit environment that values trust, fairness and inclusiveness
- Limited hierarchies and friendly, committed colleagues with a strong sense of team spirit
- Modern, centrally located offices in Cologne and Berlin with abundant opportunities to

exchange with colleagues
- Home office up to two days per week
- Fully covered public transportation ticket (‘Deutschlandticket’)
- Support for occupational pension scheme and other tax-free benefits
- Regular internal training sessions and individualised support models for external training courses
- 30 days of paid vacation

Application procedure
If you are interested, we look forward to receiving your application.
Please submit one single PDF file (maximum 10 MB) containing the following documents:

1. CV without a photograph
2. Motivation letter (human intelligence based!), including a paragraph describing one climate policy, mitigation option or sector transformation that deserves more analytical attention and why
3. University transcripts, references or recommendation letters

Please send the application to recruitment@newclimate.org and include the reference number “**R-2602**” in the email subject line. We may request reference contacts later in the process.

The first round of online interviews will take place on 29 and 30 June, and the second round (in-person in Cologne or Berlin) will be held during the week of 13–17 July. Candidates invited to the second round will be asked to complete an exercise; further details will be provided at that stage.

Bewerbungsschluss: 21.06.2026

Einsatzort: Cologne or Berlin, Deutschland

Stellenanbieter: NewClimate Institute
Waidmarkt 11a
50676 Köln, Deutschland

WWW: http://www.newclimate.org

Ansprechpartner: Lena Gentes
E-Mail: recruitment@newclimate.org

Sonstiges: reference number “R-2602”

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