

Germany Programme Director (m/f/x)

Stellenanbieter: European Climate Foundation

Location Germany / Berlin

Start date As soon as possible

About ECF

The European Climate Foundation (ECF) is a major philanthropic initiative working to help tackle the climate crisis by fostering the development of a net-zero emission society at the national, European and global level.

We support more than 800 partner organizations to carry out activities that drive urgent and ambitious policy in support of the objectives of the Paris Agreement, contribute to the public debate on climate action and help deliver a socially responsible transition to a net-zero economy and sustainable society in Europe and around the world.

The ECF brings together diverse perspectives and backgrounds to find the best innovative solutions to tackle climate change. We are focusing on engaging and hiring great people from a wide diversity of backgrounds to strengthen the cause. If you share our values of respect, innovation, and collaboration, join us.

About the role

For more than a decade, ECF has worked with a wide range of partner organisations in Germany to advance climate solutions, strengthen public and political support for a socially fair transition to a net-zero economy, and contribute to ECF's broader European and international efforts. ECF is now looking for a talented, dynamic, experienced and strategic individual to lead the next phase of this work.

The Germany Programme Director will lead an experienced and committed team and will have an exciting opportunity to work with a diverse network of partners in Germany and across Europe. The role will shape creative and innovative strategies and tactics that accelerate climate action and strengthen the conditions for lasting political and societal progress.

Key responsibilities

The Germany Programme Director will be responsible for developing the strategy and managing the implementation of ECF's work in Germany, ensuring that it is aligned with and contributes to ECF's wider programmatic objectives.

Responsibilities include:

- Leadership of the Germany programme and the team running it;
- Development of a clear and adaptive strategy for ECF's engagement in Germany, aligned with wider ECF objectives;
- Building and maintaining close relationships with ECF grantees and other partners in Germany to support strong collaboration, strategic alignment and creative problem-solving;
- Oversight of the Germany programme budget, all ECF projects in the country, and the implementation of an effective grant-making strategy;
- Working closely with other ECF programme directors and executive directors to develop joined-up and complementary approaches across countries and programmes;
- Offering strategic advice and acting as a contact point, where needed, for other ECF programmes and key ECF stakeholders, including ECF's board; sharing learning and good practice across the organisation;
- Engaging with ECF's funders, including supporting fundraising, and with other members of the philanthropic community in Germany and internationally, in close collaboration with ECF's Strategic Partnerships team;
- Building and maintaining strong relationships with external stakeholders and opinion formers in Germany across politics, business, academia, media and civil society to inform ECF's strategy and strengthen the effectiveness and impact of our partners; embed the climate community into the wider political context of democracy
- Convening key stakeholders where appropriate and representing ECF externally in Germany, in line with ECF's broader communications approach.

Experience and Competencies

- At least 10 years of relevant professional experience in the climate and energy field, ideally including experience in philanthropy or grant-making;
- A deep understanding of the German political context, across the political spectrum, the social dimension of climate change and climate movements;
- A deep understanding of the German policy context, particularly in relation to climate change, adaption, energy and industry;
- A strong understanding of European and international politics and dynamics on climate change and energy;
- Excellent strategic thinking and the ability to translate analysis into smart, adaptive and implementable plans;
- Demonstrated adaptive leadership skills, with a track record of empowering teams and fostering a collaborative mindset;
- A solution-oriented approach and the capacity to adapt in a fast-evolving environment;
- Strong networking and relationship-building skills, enabling effective collaboration with a diverse range of partners in Germany and across different cultural contexts;
- Excellent written and verbal communication skills in German and English, with the ability to crystallise complex issues into clear, compelling and readable strategy documents.

What we offer

- A unique opportunity to work as part of a dynamic, highly motivated team who combine their passion to make a difference with a rigorous approach to work.
- An extended network of close partners with technical understanding of the issues, strong international and local change-making experience and a deep knowledge of grant making and strategy development.
- A flexible work environment and a space to develop and challenge yourself.
- Competitive compensation, commensurate with experience and country benchmarks.

How to apply

The **deadline** for applications is **11 September 2026 by 17:00CEST**

Applicants are encouraged to send their CV and motivation letter as **one** combined document

NB: Candidates must be in possession of a valid work permit for this location

All applications will be treated confidentially. We will store your information in our internal database unless you specifically request otherwise.

Bewerbungsschluss: 11.09.2026

Stellenanbieter: European Climate Foundation
Neue Promenade 6
10178 Berlin, Deutschland

WWW: <https://europeanclimate.org/>

Online-Bewerbung:

<https://europeanclimatefoundation.occupop-careers.com/jobs/0bd3dd9e-fb64-40a7-9a8d-503a0cfd994c/apply>

Ursprünglich veröffentlicht: 31.08.2026

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