



Position Profile

Policy Advisor - Climate Change Adaptation and Loss & Damage (all genders)

24-32 h / week; location: Bonn or Berlin, Germany; starting as of 15 September 2025; Application deadline: 10 August 2025

Germanwatch is a non-profit, independent and science-based organisation that works effectively for justice at the global and national levels, as well as for the protection of human rights and ecological foundations (especially climate, biodiversity, resources). Our focus is on ensuring that Germany and the EU implement constructive and democratic policies - both domestically and internationally in a bilateral and multilateral context. For more than 30 years we have been building communicative bridges between people, organisations, companies, trade unions, politics and society. We also make a difference through innovative alliances and with partners in the Global South. Our motto: Observing. Analysing. Acting.

Climate change is already today causing loss and damage, its impacts are a threat to human security and sustainable development, and these impacts are rapidly increasing. The people who have contributed least to the climate crisis suffer the most from its consequences. However, so far there is no adequate support for particularly affected people, communities and countries in adapting to climate impacts or addressing losses and damages. Germanwatch advocates for solutions and financing to increase the resilience of vulnerable people and communities to the impacts of climate change. Germanwatch drives the international debate in this regard through research, policy recommendations, dialogues with ministries, members of parliament and the private sector, and advocacy in partnership with other think tanks and NGOs in relevant multilateral processes. Together with civil society partners from developing countries, Germanwatch is exploring and advocating for poverty oriented and human-rights based solutions for climate change adaptation and addressing losses and damages.

For our international climate policy division we are looking for a policy advisor ideally as of 15th September 2025.

Your main tasks will include:

- **Lead and coordinate** an international, multi-stakeholder project on climate risk management and financing solutions for developing countries. This includes a. close collaboration with a key partner organization in Senegal and active participation in the project's steering committee, b. implementation of joint activities around major international climate policy events and research on climate risk management, adaptation, loss and damage, and social protection.
- **Contribute to** an international multi-stakeholder project on national mechanisms to address loss and damage in Bangladesh and other Global South countries. This includes collaboration with partner organizations in Bangladesh, participation in project meetings, organization of events, development of knowledge products for diverse audiences and coordinative tasks.
- **Engage in** international and national NGO networks focused on the topic of climate impacts, and contribute to building joint advocacy positions with partners in the Global South and North.

- **Engage in and shape** multilateral processes such as the UNFCCC COPs, ExCom meetings, G7, and others. You will analyze and communicate the evolving policy landscape, develop policy recommendations and do advocacy – especially around the Global Goal on Adaptation and the Fund Responding to Loss and Damage towards COP30 and beyond.
- **Communicate with impact** by preparing briefings, blog posts, newsletters, and social media content that make complex topics accessible and relevant.

We look for a candidate with:

- **Sound understanding** of the international climate, development and risk management regimes, organizations and initiatives, especially UNFCCC and UNDRR. Also, **sound understanding** of international debates around the topics of climate risk management, adaptation, loss and damage, and climate justice.
- **Competence** in the area of climate risk management in developing countries. Experience in working with civil society organizations from developing countries and multi-stakeholder processes is considered a strong asset.
- **Strong competence** in coordinating projects with multi-stakeholder constellations.
- **Strong skills** in policy-oriented research and writing – from background papers to blog posts.
- **Motivation** to work in a dynamic, mission-driven NGO environment with a collaborative team spirit.
- **Advocacy experience** in climate policy or development cooperation is a plus.
- **Fluency in English.** Other foreign languages are considered an asset. A basic command of the German language or willingness to learn is required, since German is the key language used by Germanwatch and many of its advocacy and finance partners

What we offer:

- A 60-80% position (24-32 hours per week) remunerated in line with the German public service and initially limited to 10 months. An extension of the position is desired.
- 30 vacation days (based on a 5-day week)
- Flexible and family-friendly working time models as well as flexibility in the place of work (remote/mobile working possible to an agreed extent)
- Support for technical equipment, also for working from home
- Personal and professional training opportunities
- Support in obtaining a visa and work permit
- The position comes with German benefits scheme, including health insurance
- The opportunity to have an effective influence on debates and processes which are important to society together with a committed, friendly team

Please send us your application **by 10 August 2025** together with the completed application form, which you can find in the download area at <https://www.germanwatch.org/de/93222> (contact for technical problems: jobs@germanwatch.org). The application form is the central document of your application. It contains further important information on the application procedure.

Equal treatment and equal opportunities for all applicants is important to us. To this end, we are continuously working on a non-discriminatory application process and a working environment that is characterized by diversity, openness and mutual respect. We are supported in this by internally elected representatives and an external, independent contact point.

The interviews are expected to take place on the following dates (via video):

First round of interviews: 25 August 2025

Second round of interviews (with a selection of applicants from the 1st round): 27 August 2025

Is the job offer not suitable for you - but for a friend or acquaintance? Then please forward it to them. Thank you very much!

Further information about Germanwatch: www.germanwatch.org