

UK YOUTH CLIMATE COALITION

RECRUITMENT PACK 2022



Recruitment pack contents...

1. [Introduction](#)
2. [UKYCC Ethos](#)
3. [UKYCC Structure](#)
4. [How does UKYCC work?](#)
5. [We invite you to join us!](#)

INTRODUCTION

In 2008 Emma Biermann and Casper Ter Kuile founded UKYCC. On a voyage to the Arctic with WWF they heard from inspiring young people about their energy, creativity, passion and commitments towards fighting climate change. So naturally they wanted to do the same here in the UK. UKYCC grew to become a base of founding members and a wider network of connected organisations who tasked themselves with attending the UN Climate Talks in 2008. Over the years UKYCC has attended several COPs, and many intersessionals, as well as generating a plethora of climate change oriented campaigns.



Over more than ten years, UKYCC has expanded to work on **community** and **national** as well as **international** levels. Now, we stand as the **Community** working group, **Systems Change** working group, **Communications** working group, **COP** working group and an **Operations** working group that is responsible for recruitment, fundraising and many important tasks to keep the organisation running.

Our team members are young **campaigners, organisers** and **advocates** who come together to share their knowledge and skills with others to form an ever-strengthening international, national and local **youth climate movement**.

UKYCC ETHOS

MISSION: UK Youth Climate Coalition mobilises and empowers young people to take positive action for global climate justice.

VISION: A just, sustainable world in which current and future generations enjoy and protect a healthy environment.

VALUES:

- **Amplifying youth voices;**
- **Anti-oppression, diversity and inclusivity;**
- **Systemic change;**



- **Non-violence;**
- **Transparency;**
- **Independence and freedom from coercion.**

UKYCC STRUCTURE

UKYCC is currently made up of the following working groups:

- The Communications working group
- The Community working group
- The Systems Change working group
- The COP working group
- The Operations working group

WHO IS THE COMMUNICATIONS WORKING GROUP?

The Communications working group's main role is **streamlining UKYCC's social media** and communications platforms, to ensure a unified UKYCC voice and to engage online in an **interesting and creative manner**. We work closely with all working groups to ensure this. We also run our own campaigns through video series and social media campaigns. We are not solely responsible for UKYCC's social media content, but we make sure that we are consistent in our voice.

We work as a group to **create online campaign graphics, videos, newsletters, blog posts, Twitter, Instagram, Facebook and TikTok content**. All of this is to not only support the work of UKYCC's campaigns and working groups but also to contribute to the international youth climate movement. To get a better sense of the work we do, follow us on [Facebook](#), [Twitter](#), [Instagram](#), and [TikTok](#) or subscribe to us on [Youtube](#).



This year, the Communications working group is creating a podcast to explore the youth perspectives in the climate movement. We are currently in the early stages of this project and hope to launch our first episodes in June 2022.

Due to the nature of our role, we require from our members a certain level of capacity and **regular commitment**, to ensure the smooth flow of our operations. This is particularly the case during periods in which important events are occurring, such as the UN Conference of Parties (COP) climate negotiations.



However, we are also **flexible**, understanding that people have commitments outside the group which vary in intensity across the year (studies, jobs, personal circumstances etc).

What do we do?

- Manage UKYCC's social media accounts (Instagram, Facebook, Twitter & TikTok), including sharing posts, live-streaming events and replying to messages.
- Produce and share internal and external newsletters.
- Supervise the use of Slack for UKYCC's internal communications.
- Manage UKYCC's website.
- Run blog series, encourage guest bloggers and write blog posts.
- Bottomline UKYCC's general enquiries email, as well as supervise internal email communications.
- Design graphics.
- Produce and edit videos for Youtube and social media.

We would welcome new members with experience and skills in communications but we are also looking for people who are passionate about engaging and educating youth about climate justice and willing to learn new skills.

★ Within the **Communications Working Group** we are looking for the following: **Passionate** and **creative** team members who want to help communicate the climate crisis.

If you want to know more, please feel free to email the Communications Working Group Coordinators Tom Wilson (tom.wilson@ukycc.org) and Katie Williams (katie.williams@ukycc.org).

WHO IS THE COMMUNITY WORKING GROUP?

Our role in UKYCC is to tackle climate change at the local level; this includes **community based education, supporting local initiatives and speaking at public events.** For us, local is as important as global: it is the small changes that everyone can make which will add up to a just, sustainable world for all.

Currently we are running several projects:

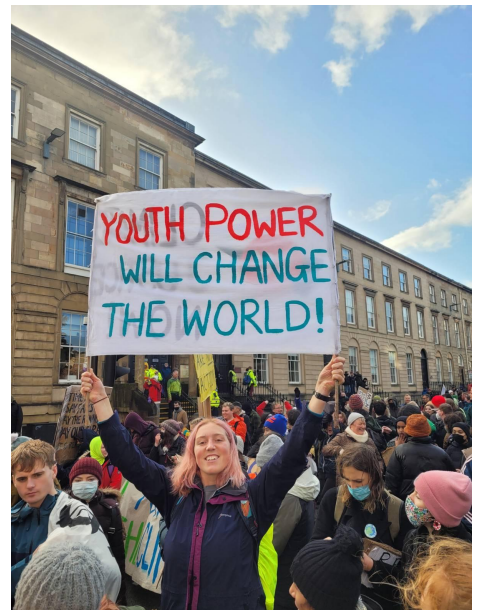
- **Climate Justice and Campaigning Workshop** is our newest project which aims to educate and empower secondary school students to get involved in climate activism. The interactive workshop, which we developed, introduces students to the concept of climate justice and

teaches them ways to get involved in campaigning at both local and national levels. During 2022, we aim to present this to schools all over the UK alongside our partner Volunteers for Future.

- **Green MPs** is our project to show how your MPs voted on critical climate change debates. We've created a dynamic database of how every MP has voted on environmental issues. Check it out on our website: <https://www.ukycc.com/how-green-is-your-mp>
- **Resource Database** is our project in which we created a database of the best resources, guides, organisations and contacts to help people get involved with the climate movement, and help empower people to feel they can make a difference from their own doorstep. We will be running various social media campaigns alongside this.

We have run many projects, but to mention one that we are very proud of:

- **Youth Hub** - At COP26 in Glasgow, the Community group co-organised the COP26 Youth Hub, a space for young climate activists and university students to come together during the crazy two weeks of COP. We provided space for lots of different organisations to run workshops, ran some of our own workshops and also provided meeting spaces for activist groups. Another part of the hub was a relaxation area where young people could take some time out from all the noise around COP26.



Our working group is all-inclusive and we aim to make environmentalism accessible to everyone whether in the inner-city of London or the Scottish Highlands, we will be there to support you!

★ The **Community Working Group** is looking for team members - whether you're **well connected** or **just learning** about climate change issues in your area, we want you!

If you want to know more, please feel free to contact the Community Working Group Coordinators Helen Leonard-Williams (helen.leonard-williams@ukycc.org) and Alicia Baines (alicia.baines@ukycc.org).

WHO ARE THE SYSTEMS CHANGE WORKING GROUP?

Our working group helps challenge the systems that cause climate change and other injustices, whilst keeping campaigning fun, creative and supportive.

Starting in 2019, we moved our focus from gas to radically reimagining the world. This has allowed the working group to challenge [fracking](#) in the UK, write [blogs](#) and run workshops skilling people up on systems change. One of our highlights has been developing a campaign targeting the UK government's financing of fossil fuel extraction overseas, particularly a destructive liquified natural gas project in [Capo Delgado, Mozambique](#). We're not saying it's all been down to us... but since our campaigns the UK Government has stopped fracking in the UK and there is greater momentum towards financing fossil fuels overseas. At a grassroots level, this campaign led us to support a local climate activist group JA.



Changing the system in which we live is the big question for the environment movement and we are ready to campaign for it.

★ The **Systems Change Working Group** are looking for people who love to share and learn new ideas, and are looking to develop creative communication and campaigning skills.

If you want to know more, please feel free to contact the Systems Change Coordinator Frankie Mayo (frankie.mayo@ukycc.org)

WHO ARE THE COP WORKING GROUP?

We focus on preparing for our annual attendance at the United Nations Conference of the Parties negotiations alongside working on international climate political processes and networking with international youth. Ensuring a youth voice is strongly represented in these discussions is essential, as these negotiations will help to decide our future.



In 1992, most countries in the world signed an international treaty – the United Nations Framework Convention on Climate Change (UNFCCC) – to consider how to reduce man-made climate change and cope with a warming world. Every year since then these countries come together for the annual UN Climate Talks.

Our main contribution to these negotiations is our ability to represent UK youth at these UN climate talks - **this year, the conference will be held in Sharm El-Sheikh, Egypt, from 7th to 18th November 2022.** Since 2008, UKYCC have been sending delegations of young people to the UN, where we work and train together to become campaigners, organisers and advocates to join the international youth climate movement. Alongside the annual COPs, we also attend the **COP intersessionals in Bonn, Germany**, which take place every May. To find out more about the work we do at the COP check our webpage <https://www.ukycc.com/cop>.

★The COP working group are looking for enthusiastic new organisers who are keen to learn more about international climate policy. Knowledge of COP policy is by no means needed, but we are looking to bring on a few members with experience in this space. Otherwise, if you're passionate and looking to learn more, then we want you!

If you'd like to find out more, feel free to get in touch with the COP working group coordinator, Lucy Jordan (lucy.jordan@ukycc.org).

WHO IS THE OPERATIONS WORKING GROUP?

This working group focuses on the **day-to-day running of UKYCC**. We are the nuts and bolts of UKYCC and take care of everything from finances to recruitment to organising our team weekends. We also work closely with our Trustees who offer us advice and help when needed. The trustees, unlike most organisations, don't have any organisational power, they simply advise and offer training when needed. Operations is a great opportunity to learn about what it takes to run a grassroots organisation. Most importantly, you'll be supported all along the way - most people that join Operations have had no prior experience at all so there's no need to be daunted by this working group, our amazing Operations team are always happy to help.



We are made up of members from across different UKYCC working groups and it is a great way to get a bigger picture of UKYCC as a whole and what makes the organisation tick! **If you join the operations working group you would also join another working group alongside.** This is because the operations working group only meets once a month and doesn't tend to work on any campaigns or projects so we like to give our operations organisers a chance to get involved in some of the other work within UKYCC.

★ The **Operations working group** are looking for two team members with particular experience in **fundraising and financial management** but we also welcome those who are looking to learn and find out more about running a grassroots organisation!

If you'd like to know more about this working group, feel free to contact Tom Wilson (tom.wilson@ukycc.org).



HOW DOES UKYCC WORK?

DECISION MAKING

Consensus: We take non-hierarchical organising very seriously at UKYCC and constantly try to make our working culture as horizontal as possible - we are all equal. We use consensus as a decision making tool which means the group is committed to finding solutions that everyone actively supports, or at least can live with. This allows everyone to feel supported to voice their opinion and contribute to the discussion.

Find out more here: <http://www.seedsforchange.org.uk/consensus>

Facilitation: Instead of having a chair or a 'leader' we rotate facilitators for working group calls and sessions. Facilitation is a way of having an efficient & inclusive meeting.

Find out more here: <http://www.seedsforchange.org.uk/facilitationmeeting#what>

Active Listening: We are committed to listening actively to each other. This is key to understanding how everyone feels about a subject or a situation, and reaching a decision that pleases everyone in a consensual manner.

Find out more here: <http://www.seedsforchange.org.uk/activelisting>

ROLES

Individual Roles: Many of us create & take on roles that we feel as a team we need & that follow our passions & interests. **This is fluid and dynamic and many people change roles throughout their time at UKYCC, or even change working groups.** It's a great way to practice and learn more about an area you want to gain confidence & skills in.

Roles *can* include: finance officer, press officer, wellbeing officer, recruitment officer etc. These roles can be done alone, or in pairs.



Working Groups: We divide ourselves into working groups, which work on achieving our team's mission, vision and values. **Everyone is invited to join at least one working group as well as switch from one working group to another.** Members are invited to join as many working groups as they have time for and we often come together to update everyone on what we've been doing. We are a dynamic organisation, and are committed to creating new roles based on the needs of our members.

ANTI-OPPRESSION

We recognise that we do not live in a vacuum and that we all embody consciously or unconsciously systems of oppression which can reproduce in the way we organise, interact with each other and others. We understand that external transformation cannot happen without internal transformation and we all have a collective responsibility. For this reason, we are committed to challenging our own internalised oppressions and creating a caring space where we can challenge each other compassionately.

Wellbeing and Pastoral Support

The wellbeing of every member of our team is of utmost importance. We have a dedicated welfare person who is always happy to listen to any concerns and provide pastoral support. Additionally we use a buddy system to ensure everyone has someone they can talk to and check in with.

COMMUNICATION & ORGANISING

As we are scattered around the UK, we mostly communicate via **Slack** and **Zoom**. Working groups have **weekly one-hour group calls** to discuss progress, share a few stories and decide on the next steps. The rest of the week we communicate via email or Slack. Therefore, excellent **access to the Internet is highly desirable to participate in UKYCC however we understand that not everyone may have this.**

UKYCC WEEKENDS

As well as our normal weekly call times within working groups, we also like to get together as a whole organisation every 2-3 months for a team weekend! We are starting to get back to in person weekends but over the course of the pandemic these have been on zoom and we will continue to assess the risk of in person activities with the ongoing COVID situation.

Regardless, the weekends are a great time to catch up on what everyone has been doing, make progress on our kick-ass campaigns and have fun. Whilst they're online, we keep it to just either a Saturday or Sunday rather than a whole weekend - there's a limit to how long we can all stare at a screen for!



Our in person team weekends usually span a full weekend and we usually arrive Friday evening and have sessions from 10am-5pm on Saturday & Sunday.

We have check-ins, energisers, time for wellbeing, breaks, tea, spend time outdoors and use lots of fun, creative and participatory tools in our organising and training sessions.

Team weekend locations rotate around wherever team members are based. **We stay over at each other's houses** & either book free rooms to work in such as university rooms or someone's living room or garden! Arrangements are made for members that have special accommodation requirements, and funds are made available for anyone who cannot afford travel expenses.



WHAT ARE YOU WAITING FOR?

APPLICATIONS ARE OPEN NOW!

WE INVITE YOU TO JOIN US

If you are enthusiastic about our team goals and building a strong, broad, intersectional youth climate movement to fight for climate justice, we invite you to read on and **apply!**



Are you...

A young person aged between 18 and 29 who:

- Is motivated and enthusiastic about affecting change and achieving climate justice;
- Understands the importance of getting youth voices heard;
- Is willing to learn about consensus-based decision making;
- Can work independently as well as part of a team;
- Is comfortable and respectful when working in a diverse setting aimed at fighting structural oppressions. UKYCC has a zero tolerance policy towards discrimination;
- Has 3-5 hours to commit to UKYCC each week. (*We understand that life is unpredictable and that as a volunteer you will have to work your contribution around anything else you do. But a certain level of consistent capacity will give you the best experience*);
- Has good access to Internet, both for Zoom calls and checking your emails/Slack regularly;
- Can commit to weekly Zoom calls with your team;
- Can stay with us for at least 1 year.

Sounds like you? We are looking for around **40 people** to join across our teams.

WHAT ARE WE LOOKING FOR?

We are looking for people who share our vision. You don't have to be a climate scientist or a protester (though we like those people too!) UKYCC is a space to learn and grow, to meet people who share your passion and develop new skills and confidence to take on challenges.

Most of the time we work remotely, talking regularly online – so whether you live somewhere rural, urban, or at your Mum's house, we want you! The more diverse our members are, the wider range of skills we can encompass, and the more stories we can share as UK Youth.

THE ROLE

When you apply to join UKYCC we will ask you to indicate which working group you would be most interested in joining.





Once you're comfortable at UKYCC we'd also be keen for you to take on operational responsibilities and help us in the day to day running of the organisation; this might include fundraising, recruitment, finance, wellbeing.

Your role is highly varied; you will have the opportunity to contribute to **strategy planning, designing of materials, creating blogs, attending and speaking at events** and so much more. It is our members who shape our organisation– if you have a great idea just let us know!

KEY DATES

Applications will be open from **Tuesday 1st March to Friday 1st April.**

Drop in session

We are going to run two drop in sessions during the application period for anyone who wants to come and say hi, to ask any questions about UKYCC or just to have a chat. We're really looking forward to welcoming new members from a diversity of backgrounds and encourage you to drop in if you're considering applying.

Drop in sessions: Thursday 17th March 7pm and Saturday 19th March 12pm

(Details will be circulated nearer the time via our socials. Likely to be done via zoom. Please contact our recruitment coordinator Tom (tom.wilson@ukycc.org) if you need any support to join these sessions).

Interviews

After applications close we will look at each application closely and may decide we would like to take you through to an interview and we will be in touch with more information once applications are closed. They will take place over zoom. We will be sure to let you know whether you are invited for an interview or not.

These interviews will just be a chat to get to know you and so we get a chance to meet each other.

Interviews are likely to take place at the end of April/beginning of May. We will be sure to find a time that works for you, and if you can't make any timings in that period we can work to find a better alternative.

WHAT WILL YOU GAIN FROM THIS EXPERIENCE?

In return for your passion, enthusiasm and motivation we will support you every step of the way. We will provide **training weekends and workshops** so you can improve your knowledge and skills. You will experience first-hand how a non-hierarchical and consensus-based organisation works, and meet lots of other amazing young climate campaigners, as well as communities interested in climate change. **But above all, you will fight for climate justice while having fun!**



We do our best to make UKYCC a welcoming and inclusive place. Consensus and facilitation are tools that we use to ensure that our discussions are equal and enjoyable.

Most of all, you can expect to become part of an innovative, fun, creative and highly regarded organisation, making new friends and learning new skills that will take you forward to an exciting (and hopefully climate safe!) future.

WHY DO WE DO APPLICATIONS AND INTERVIEWS?

Sadly UKYCC can't always take on everyone that applies to join us. We provide funding for accommodation and travel for our members to run campaigns, attend team weekends, host events and even attend UN climate conferences, also known as COPs. Providing this support is important to UKYCC to make learning and organising with us accessible and financially sustainable for our members. However, UKYCC has limited funds (all of which we have to fundraise ourselves) and often far more people want to join UKYCC than we have funds to support. The focus of our application and interview process is on helping us find people who share our vision of climate justice and have enthusiasm to learn and campaign on the climate crisis, rather than on how much experience you have.

Where do I sign up?

This is how to apply:

1. Fill in our [application form](#) and anonymous **equality and diversity monitoring form** by midnight on **1st April 2022**.
2. Attend an optional drop in session on **Thursday 17th March or Saturday 19th March** to come and say hi and ask any questions you may have
3. We will contact you soon after the application deadline to let you know whether you have made it through to the next stage.
Unfortunately, due to limited resources we may not be able to take on everyone who applies.

We strongly encourage applications from people of colour, LGBTQIA+ candidates, individuals from marginalised genders, disabled people and people of faith although ALL applications will be considered on their own merit. We are committed to breaking down all barriers to participation in the UK movement for



Climate Justice and we do all we can to welcome everyone to engage fully, particularly people who are disabled or on a low income.

UKYCC is changing and learning all the time. We value questions, feedback and input from anyone, anytime, both on how we can deliver our missions and how we can be as welcoming, open and inclusive as possible. Please don't hesitate to get in touch. **You can reach our Recruitment Coordinators as follows:** Tom Wilson (tom.wilson@ukycc.org) and Kai Saunders (kai.saunders@ukycc.org)

For more information read about our history, mission, ways of working and different working groups on our website: www.ukycc.com.

We want as many people as possible to apply for this incredible opportunity. Please do pass on to those interested in your networks.

We look forward to hearing from you!