



Job Advert | Head of Research, Policy and Legal

Role: Head of Research, Policy and Legal

Location: Remote (within UK)

Salary: Role sits in Uplift salary band 5 (from £62,915 to £72,612)

Hours: Standard working hours 9.00 - 17.30, with availability to attend external events which may fall outside these hours. Flexible working requests will be considered.

Reports to: Deputy Director

Length of contract: Permanent

Benefits: Annual Professional Development Allowance, Employee Assistance Programme, home office set up allowance, consideration of flexible working requirements and work/workplace adjustments, and organisational focus on employee wellbeing

Starting date: ASAP

Closing date: Sunday 23rd August, 11pm

Proposed interviews: w/c 7th September

About us

Uplift supports efforts to create a rapid and fair transition away from oil and gas production in the UK.

We urgently need to phase out oil and gas drilling to stay within safe climate limits. Yet, despite having renewable resources in abundance, the UK remains Europe's second largest oil and gas producer.

We can and must be ambitious about moving past oil and gas production, while empowering and supporting workers and communities who rely on the industry for their livelihoods.

Working with everyone from policy-makers and Parliamentarians, to academics and campaigners, Uplift undertakes research, analysis and campaigning to support a rapid and fair transition away from oil and gas production in the UK.

Role summary

This role leads the development of evidence-based, equity-driven research, policy and legal interventions that advance a rapid and fair transition away from oil and gas production in the UK.

Core responsibilities will include:

1. Team management and staff development
 - Lead Uplift's RPL team, fostering an inclusive, high-performance culture and line-managing senior staff.
 - Support Principal advisers and researchers to lead their respective sub-teams.
 - Implement project management, commissioning, and prioritisation processes for smooth organisational integration.



- Oversee monitoring, evaluation, learning, and the team budget to support fundraising.
2. Strategy, thought leadership and advocacy
 - Define and oversee Uplift's research, policy, and legal agenda.
 - Translate the mission into evidence-based proposals, providing thought leadership to the climate sector.
 - Strengthen messaging, brand, advocacy, and partnerships with high-quality insights and quality assurance.
 - Build high-level relationships with external stakeholders and oversee commissioned work.
 3. Organisational leadership and management
 - Contribute actively to organisational strategy and culture as a Senior Management Team (SMT) member.
 - Monitor risks, implement mitigations, and ensure smooth cross-team collaboration.
 4. General responsibilities and duties
 - Fulfil duties professionally in accordance with operational policies and wider objectives.
 - Contribute to the ongoing evaluation and improvement of activities.
 - Maintain positive stakeholder relations and work outside usual hours if required.
 - Undertake any other reasonable duties as needed.

Please refer to the job description for more details on core responsibilities and essential and desired skills and experience.

Application

We kindly request that candidates do not use generative AI tools to draft their application responses or CVs. We are looking to evaluate your unique communication skills and personal experiences. As an organisation we value authenticity rather than perfection and applications that appear heavily AI-generated or use generic responses may affect your chances of being shortlisted.

To apply for this role, [please submit a job application form via this link](#) which will be reviewed by our Careers Team.

Please do not send your application via email.



Accessibility and Anti-Oppression are at the core of Uplift's values and therefore we strongly encourage applications from candidates whose backgrounds or accessibility/support needs mean they have been traditionally under-represented in the climate and environment sector. Therefore we also encourage candidates to [complete our equal opportunities monitoring form](#). Questions are optional and your answers will be treated confidentially and will in no way affect your application. This form is received separately from your application when we receive it and does not form any part of the shortlisting or interview process.

Should you have any specific questions you wish to discuss about your application then send an email to careers@upliftuk.org.

If you are unsure if you meet the requirements or feel you will be disadvantaged by the process then please email us at careers@upliftuk.org so we can see how we might provide support.

Unfortunately, we can only consider candidates who are already eligible to work in the UK.

Strictly no agencies.