

Climate Psychology Alliance: CPA youth coordinator

Application pack

Are you someone with lived experience of the psychological needs of children and young people in relation to climate breakdown? Are you looking to play your part in the collective response to our worsening climate crisis? Could you use your own experiences to support engagement with children and young people? Might you be able to enable people from older generations to understand intergenerational injustice, facilitating intergenerational dialogue and improving support for children and young adults? Climate Psychology Alliance would love to hear from you.

This one-day per week role is available for 18 months, to start as soon as possible and ideally by December 2025. The length of the appointment is based on a time-limited grant from the Robert H. N. Ho Family Foundation Global. The appointed person would act as one of three CPA Youth Coordinators (details of the roles are provided below).

We seek to acknowledge systemic oppression, challenge assumptions and support an inclusive and diverse community. We particularly encourage applications from candidates who are from marginalised groups.

Background & context

The Climate Psychology Alliance (CPA) explores psychological responses to the climate crisis to strengthen relationships and resilience for a just future. We use climate psychology, a methodology that is concerned with the emotions, and the social and mental processes that have contributed to the ecological and climate crisis, and our responses and processes of adaptation to it. We draw on psychotherapeutic approaches, psychosocial studies, the arts, spiritual and philosophical thought, literature, systems thinking and ecopsychology, all in the service of unpicking our collective and individual responses to the crisis, much of which is unacknowledged and unconscious.

The threats of climate change to the futures of young people create understandable anxieties. Young people may also be engaged in climate action without psychological support.

We recognise that dominant systems of power that are causing climate and social crises also silence the voices of young people. We are in a culture of separation where adults and older people do not know how to really listen to young people. Instead, young people are regularly dismissed and rejected by older generations. The education system is part of this culture, which causes huge anxiety to many young people while also failing to educate them in what is actually needed in this time of emergency. CPA is determined to do things differently because we deeply value what young people have to say. Young people contribute so much that is not acknowledged in a culture that places disproportionate burdens on the young and yet withholds the power to change things.

Thanks to the support of the Robert H. N. Ho Family Foundation Global (Ho Foundation), we have been able to develop our offerings for young people within CPA these past five years. Since 2021, CPA has been experimenting with different models of support for young people facing the climate crisis. The work has been innovative and important, led by experienced practitioners giving their time pro bono or for very little. The work has also often been challenging, reflecting the challenges and injustices faced by young people

globally in relation to the climate and ecological crisis, for example facing the worst of the effects of climate change and ecological breakdown having done least to contribute to the causes.

Recognising that it can be harder for young people's voices to be heard relative to older and more established members, a CPA Students and Young Members group was established in 2024 to begin to challenge adultism within the organisation and to empower and support younger members. This group has been co-chaired by two young members on a voluntary basis and has resulted in younger members getting involved in various aspects of CPA, including through representation on the Board. We are keen to build on the achievements of this group and better meet the needs of students and young people who join CPA.

Thanks to a final round of funding from the Ho Foundation, we are able to continue to employ youth coordinators for another 18 months. To support genuine co-production, CPA has decided to split this role between two people: one who has been in the role previously and will continue, and an experienced young person who will bring their lived experience as well as professional skills to the work.

How does this post relate to the other posts CPA is advertising?

We are advertising this CPA Youth Coordinator role at the same time as other CPA posts, including this and another youth related role.

The other youth post being advertised is the 'ICRA Youth Coordinator'. This other post is linked to the [Inner Climate Response Alliance \(ICRA\)](#), which is a new initiative funded by the National Lottery Climate Action Fund and led by three partner organisations:

- The Mindfulness Initiative (MI; lead partner)
- The Climate Majority Project (CMP)
- Climate Psychology Alliance (CPA).

The ICRA Youth Coordinator (IYC) will also be employed by CPA and will work closely with the CPA Youth Coordinators, but their work will focus more on supporting meeting the needs of children and young people in the communities ICRA is working with. Please see the application pack for the ICRA Youth Coordinator for further information on the role.

You are welcome to apply for one or both of the posts. Whilst there are some overlaps between the two person specifications, there are differences in the requisites for the two roles and the contract length is different. So we need you to submit a separate application for each post if you are applying for both.

Job purpose and values

This post will support CPA to engage and support young people, and to support older people to better meet the needs of children and young people during a time of climate breakdown. The post-holder will support the development of CPA's Students and Young Members' group and work alongside the other Youth Coordinator and the ICRA Youth Engagement Lead to develop CPA's offerings.

CPA is committed to equality of opportunity and to being a fair and inclusive organisation. We are made up of many people brought together by common purpose, and with many different disciplines, cultures and approaches. Respect for difference is essential, as is solidarity and active engagement in the struggle for social justice. For this post, we

particularly encourage applications from candidates who are from marginalised groups as these groups are currently underrepresented in community climate action and their engagement is a priority for this project. At the heart of the Climate Psychology Alliance are values of honesty, trust, care and respect and the post holder will be representing [Our Values](#) in work undertaken.

Job Description

1. Build relationships with and work alongside:
 - CPA's Student and Young Members' group and other young members.
 - CPA members engaged in youth work, including CPA's Youth Support Team and the other Youth Coordinators employed by CPA
 - Members of the CPA coordination group, attending weekly coordination group meetings when possible (Tuesday mornings; might be able to rotate attendance between youth coordinators).
 - Members of CPA's Board through attendance at monthly meetings (Thursday afternoons; attendance could be rotated with the other CPA Youth Coordinator).
2. Grow relationships with organisations to improve understanding, reach and collaboration of CPA's youth work.
3. Work with the Communications Lead and other CPA members to engage more young people who might benefit from CPA's support offerings, including through social media and other forms of outreach
4. Ensure the needs of children and young people are front and centre of CPA's work, via training and development for CPA board and key members on intergenerational inclusion
5. Alongside the other CPA Youth Coordinator, co-coordinate the facilitation and running of CPA's support offerings for young people and carers (e.g. Support Spaces for Young Adults; Parenting Circles; a residential for young adults).
6. Work with other members to develop CPA's offerings for young people
7. Support the development and delivery of training/workshops on supporting children and young people.
8. Provide consultation to members and other organisations such that they can better meet the psychological needs of children and young people in relation to climate breakdown.
9. Contribute to reports on CPA's Youth Work to both the CPA Board, the Ho Foundation, and the National Lottery.
10. Support the evaluation and monitoring of CPA's work with children, young people, carers and educators.
11. Contribute, when required, to the accounting and management of CPA funds associated with the grant from the Ho Foundation
12. Work with CPA members and others on anti-discrimination practices and consideration of social justice issues, driving forward the vision of a diverse and inclusive community.
13. Abide by CPA's safeguarding and other policies

Pay and benefits

All CPA posts are paid at the same rate of £26.75 an hour, with statutory pension contribution, six weeks' annual leave plus bank holidays, and sick pay entitlement if the role is held on an employed basis. There is a higher hourly rate of £32.10 if the post is held

on a freelance basis. We pay the same rate across all our posts in order to foster equality and enact our belief that while different kinds of work require different skills and levels of training, it is all valuable to CPA.

For this 8-hour-a-week post (about one day per week), the annual salary will be £11,128 for an employee. For a freelance arrangement the pay will be by invoice on actual hours worked up to a maximum of eight hours per week on average.

The post-holder will have six weeks' leave per year, including Bank Holidays, if an employee. A person working freelance would be expected to follow a similar working pattern, whereby they would not invoice for six weeks a year when they are expected not to work.

CPA fosters a flexible approach to working hours within the demands of the role. Whilst the person appointed to this role does not necessarily need to be based in the UK, it is expected that a significant proportion of their working hours would be scheduled such that they could engage with CPA meetings (CPA is a UK based organisation).

We actively seek to support staff and volunteers with the emotional demands of the role, through emotionally-informed working practices, a weekly meeting of like-minded colleagues and regular supervision.

Location

Remote working. It is desirable, but not essential, that the appointed person is able to attend occasional in-person meetings and/or overnight visits to local communities within the UK. Reasonable travel and accommodation within the UK would be funded.

We prefer the postholder to be based in the UK, and this would be a requirement if the successful applicant wanted to be employed by CPA. However, it may be possible to do the job freelance from outside the UK. This can be discussed.

The skills and experience for the job (selection criteria)

We don't expect candidates to be able to demonstrate all the skills and experience below. If you can show that you have 60-75% of the skills, including all the essential skills, it is definitely worth applying.

	Essential	Desirable
Ability to engage with young people and support a lived-expert perspective within CPA in relation to young people's needs	Ability to engage well with children and young people	A young person (approx. 18-35) who has lived experience of being a child/teenager/young adult affected by climate breakdown. (See note below for an explanation of why we are including this as a desirable criterion.) Skilled in engaging with young people via social media and other platforms

Applied experience of supporting children and young people		Experience supporting children/young people in a paid or voluntary capacity Experience engaging children/young people in a paid or voluntary capacity Experience of advocacy for children/young people; of representing the voice/needs of children/young people in spaces where such views are often marginalised
DBS & Safeguarding	An enhanced DBS check for working with children with no violent/sexual offences (this can be obtained ahead of appointment if you have not completed a recent check)	Good familiarity with safeguarding children, Experience responding to safeguarding concerns for children or adults with care needs
Communication skills	Good skills in written and oral communication	
Qualifications		Graduate in a relevant qualification, e.g. psychology, philosophy, sociology (please tell us how your educational experience is relevant to the role). Qualified psychological /mental health practitioner such as a clinical or educational psychologist or psychotherapist, registered or eligible for registration with a relevant professional body in the UK
Climate psychology knowledge	Some understanding of the psychological impacts of the climate emergency Good awareness of the psycho-social needs of children and young people in relation to the climate emergency	Recognition that the climate crisis intersects with other social justice issues relevant for communities Experience delivering training and/or writing content relating to climate psychology

		Experience delivering training on/writing about social justice issues that intersect with the climate emergency Understanding of how children and young people are disempowered within communities and within society
Applied climate psychology experience	Climate-aware, with evidence of having processed some of their feelings about the climate crisis	Participated in spaces to process own climate emotions, e.g. Climate Cafe Listening Circles Experience supporting groups or individuals with climate distress or denial, in paid or voluntary capacity
Training	Skills to develop and deliver training on young people's needs in relation to climate breakdown	Experience designing and delivering successful training on relevant topics
Supervision/reflective practice		Experience of supervision / peer supervision and understanding of reflective practice Ability to facilitate reflective / peer supervision groups
Project management	Excellent organisational skills Ability to manage own workload	Experience managing teams Experience managing budgets for a project Experience facilitating groups and teams; leading projects within services or community organisations
Team working	Excellent relationship-building and partnership skills Experience of working collaboratively as part of a team	Experience of working with and motivating volunteers or people in a membership network

Decolonial and anti-oppressive practice	Commitment to continuing to reflect on own assumptions relating to equity & equality Commitment to supporting a social justice lens in their work, recognising the need to work in thoughtful ways with systems/communities	Understanding of the impacts of colonialism and various forms of oppression on their own and others' experiences Experience hosting or supporting reflective spaces relating to anti-oppressive practice Lived experience of oppression that enables empathy and connection with the marginalised communities we hope to engage with
Travel & work schedule	Able to undertake most of their CPA work at a time that overlaps with the UK working day, such that they can attend relevant CPA meetings	Ability to travel to different parts of the UK with possible overnight stays

How to apply

We have an anti-discrimination commitment in how we recruit and select staff, and we welcome feedback and learning around this.

To apply for this role, please send the following to recruitment@climatepsychologyalliance.org by 17.00 on 31 October 2025:

1. A cover letter that clearly states:
 - a. Which role(s) you are applying for
 - b. Why you are applying to the post(s)
 - c. When you would be able to start the role if successful, what days/times you would be able to work for CPA, and if you plan to continue in another role whilst working for CPA
 - d. Names and contact details for two people who are willing to provide references. One of these people should be your current or most recent line-manager if possible
2. A CV (maximum two pages)
3. A document stating how your skills fit with the Person Specification above. We suggest a word limit of around 200 words for each of the areas listed above (i.e. 200 words for each row).

Your email subject line should say 'CPA youth coordinator [your name]'.

We want to hold interviews on 13 and 14 November, and possibly on 20 November. Please hold these dates in your diary if you can. We aim to make the selection process as inclusive

as possible. We plan to send the key interview questions in advance to all shortlisted candidates. If you are shortlisted we will ask you to let us know any specific needs you might have to enable you to perform at your best in the interview.

About the Climate Psychology Alliance

The Climate Psychology Alliance (CPA) is a membership organisation whose purpose is to explore psychological responses to the climate crisis in order to strengthen relationships and resilience for a just future. CPA has over 700 members who are predominantly from the psychological professions and psychosocial and arts academics, but we welcome anyone exploring the psychology and soul of our current ecological crisis. We see the climate and ecological crisis as inextricably linked with racism and coloniality, and have a commitment to decolonising our own working practices.

Our work falls into the following six areas:

1. **Support** to individuals and groups suffering with eco distress and offer safe spaces to share emotions surrounding the climate crisis
2. **Young people** – we are especially concerned with the impact of the climate crisis on young people
3. **Research and reflection** on the psychological impact of the climate crisis and climate injustice
4. **Training and events** - continuing professional development and educational and community development
5. **Talks and consultancy** for organisations and businesses
6. **Membership** with the opportunity for co-creation and making links to support members' work on the climate crisis

Explanatory note

CPA has decided to split the role of CPA Youth Coordinator between two people: one who has been in the role previously and will continue; and, we hope, an experienced young person under the age of 35 who will bring their lived experience as well as professional skills to the work (this role).

We are welcoming applications in particular from people under the age of 35. We are also including in the essential selection criteria the ability to engage with young people and support a 'lived-expert' perspective within CPA (i.e. a perspective that values personal experience of a specific form of oppression alongside theoretical or professional understandings) in relation to young people's needs. Among the desirable criteria is being a young person (approx. 18-35) who has lived experience of being a child/teenager/young adult affected by climate breakdown. If the final decision is between two candidates of equal merit, we may decide to select the candidate who meets this criterion (this is permitted under s159 of the Equality Act 2010).

Under the Equality Act 2010 this provision is both a positive action measure and a form of occupational requirement (although it is not an absolute requirement).

We see it as a proportionate means of achieving a justified aim:

- Justified because:
 - (Occupational requirement) The work to be done by the postholder includes personal support for people who may have experience of feeling unheard or dismissed by older people. A young postholder would increase trust among the group to be supported and enable us to meet their needs;
 - (Occupational requirement) The work also includes supporting the development of a collective understanding of intergenerational injustice within CPA, and our experience is that the presence of actual young people enables a much more substantial and grounded understanding of the impacts of intergenerational injustice;
 - (Positive action) CPA has no other young people in paid roles, and still relatively few in influential roles within its governance structure. A young postholder will contribute to our intention to work towards an age-diverse membership and staff group
- Proportionate because:
 - it is not a blanket ban on applications from people over 35;
 - it applies only to this role, at this time, and not to any of the others we are advertising concurrently;
 - the age limit is approximate;
 - the age limit is a relatively high one