

Job Description

Creative Confrontation Coordinator

Department	Program
Reports to	Head of Creative Confrontation
Direct Reports	Creative Confrontation Assistant - fixed-term <i>Also works closely with contractors, interns and volunteers</i>
Grade	Grade 6
Status	Full-time, 12 month contract position
Location	Greenpeace's normal places of business and or employee's home (on request). Occasional work in unusual hours across time-zones and on weekends, with domestic and international travel as required.

Role Purpose

Greenpeace undertakes creative confrontation action as an integral part of its campaigns to achieve wins for the planet. This role is based within the Program Department of Greenpeace Australia Pacific (GPAP), primarily to assist with the development and implementation of creative and confrontational tactics to further campaign objectives and achieve Greenpeace's mission.

The role requires organising, coordinating and managing risk of large teams of people with specialized skills in complex and often tense situations.

Greenpeace Mindset

Greenpeace is an independent campaigning organisation, which uses peaceful, creative confrontation to expose global environmental problems, and develop solutions for a green and peaceful future. Our goal is to ensure the ability of the earth to nurture life in all its diversity. That means we want to protect biodiversity in all its forms; prevent pollution and abuse of the earth's ocean, land, air and fresh water; end all nuclear threats, and promote peace, global disarmament and non-violence.

Key metrics

Strategy, Planning Development and Implementation

Asset Management

Support and Coordination Management

Internal and external relationships

Compliance with framework conditions

Role Responsibilities

Strategy, Planning, Development and Implementation

Key Metric

Developed and coordinated strategic and effective creative confrontations to support Greenpeace's broader goals

How Success is Measured

- Take responsibility for the logistical planning, preparation, coordination and implementation of creative confrontation tactics including direct action, direct communication, protest and interventions to deliver on campaign objectives.
- Help develop campaign strategy which includes creative confrontation tactics which tell important campaign stories across platforms to reach and inspire target audiences.
- Undertake both office and field research and investigations for campaign projects.
- In coordination with the Volunteer and Activist Coordinator, ensure there is a crew of skilled volunteers who are trained and ready to undertake creative confrontation, including boat and climb volunteers.
- Coordinate the preparation of advice and follow-up of legal issues in relation to direct actions and other public activities.

Asset Management

Key Metric

Maintained Creative Confrontational assets

How Success is Measured

- Coordinate Creative Confrontation aspects of the operation of the warehouse and fixed assets.
- Ensure the correct maintenance of creative confrontation aspects of the warehouse and fixed assets, including the vehicle fleet, boat fleet, communications and climbing equipment.
- Manage all aspects of equipment procurement, including researching, developing and maintaining a source of repair-shops and suppliers as well as of equipment and vehicle rentals

Support & coordination management

Key Metric	How Success is Measured
Coordinate and support teams of people via good facilitation, planning and project management	<ul style="list-style-type: none">• Coordinate teams of people in complex and stressful situations.• Develop risk assessments and then prepare and implement security and safety plans for 'high-risk' field work.• Supervise and coordinate staff, contractors and volunteers working on projects as required.• Manage the Creative Confrontation Support role to develop their skills and ensure their work is contributing to unit goals• Manage large project budgets and expenditure as directed by the Head of Creative Confrontation.• Ensure Workplace Health and Safety (WHS) protocols and procedures for direct action and fieldwork are strictly adhered to.

Internal and external relationships and development

Key Metric	How Success is Measured
Maintain volunteer teams and contractor relationships	<ul style="list-style-type: none">• Act as a trainer for Non-Violent Direct Action training and specialized training for staff, Local Hub Groups and volunteer activists.• Build strong relationships with and assist in the management of the boat and climb teams within the Greenpeace Volunteer Network.• Assist to build and maintain a network of external contacts, specialists and advisors throughout the region to assist with the research, preparation and delivery of campaign projects.• Represent Greenpeace in public activities, the media and with other NGOs on direct action and campaign issues as directed by the Head of Creative Confrontation.

Compliance with framework conditions

Key Metric	How Success is Measured
Provided transparent and effective reporting on strategies, approach and implementation	<ul style="list-style-type: none">• Prepare regular reports for the Head of Creative Confrontation• Abide by Greenpeace Australia Pacific employment policies as relevant (including but not limited to: Workplace Health and Safety, Equal Opportunity Employment, confidentiality policies)• Ensure that your personal or campaign activities will not bring Greenpeace into disrepute (in case of doubt you will be expected to discuss the issues with the Head of Creative Confrontation and/or Program Director).

Role Requirements

Organisational

- Professionalism and commitment, in particular high-quality planning and organising
- Achievement, in particular towards measurable objectives both individually and for Greenpeace
- Interpersonal relationship skills, in particular building constructive, trusting and long-term relationships with both internal and external parties
- Knowledge sharing and mentorship
- Values diversity, in particular having a global mindset and cultural awareness
- Innovation, in particular considering the 'cutting-edge' core value of Greenpeace.

Functional competencies

- Two (2) years experience in coordinating and/or team-leading in direct actions and/or Creative Confrontation
- Knowledge of and experience of Workplace Health and Safety (WHS)
- Problem solving skills, and the ability to create clear, simple solutions
- Demonstrable decision-making skills
- Understanding of maintenance requirements of vehicles, boats and other equipment.

Technical competencies

- Understanding of health and safety issues relating to direct actions
- Presentation and reporting skills
- Diverse research skills
- Computer literacy in email and Google Suite
- Current manual driving licence
- Strategic thinking and quick decision making ability

Method-related competencies

- Time management skills, in particular the ability to plan, organise and prioritise multiple projects and maintain tight deadlines
- Excellent facilitation and mentoring skills
- Experience as a Greenpeace trainer in one or more of; boat driving, climbing, NVDA and HAZMAT.
- Experience coordinating / delivering training programs

Social competencies

- Exceptional interpersonal skills
- Ability to work under pressure
- Leadership qualities
- Ability to work autonomously without supervision.

Specific work environment

- Identification with Greenpeace goals and belief in Greenpeace values.

- Occasional work in unusual hours across time-zones and on weekends, with domestic and international travel as required.

Employee Commitment

Signature:

Date: