



JOIN THE LINE -UP

Surfers Against Sewage
Recruitment Pack
Policy and Advocacy Officer
February 2024

WELCOME

Ocean health is vital to all of us, wherever we live. The food we eat and the water we drink. The places we work and play. The weather around us. The climate we depend on. Even the air we breathe. Society has been shaped by a healthy and stable ocean. For people to continue to thrive and live life to the fullest, the ocean must thrive too. The planet is at tipping point and change is needed now.

From a handful of activists to a nationwide movement over the last 30 years, Surfers Against Sewage has grown into one of the UK's most successful marine conservation and campaigning charities. 30 years on, sewage and plastic pollution remain huge threats to a thriving ocean.

We must therefore continue to grow our impact to change the systems which create these issues by putting profit over people, and which promote short-term thinking to solve issues with long term consequences.

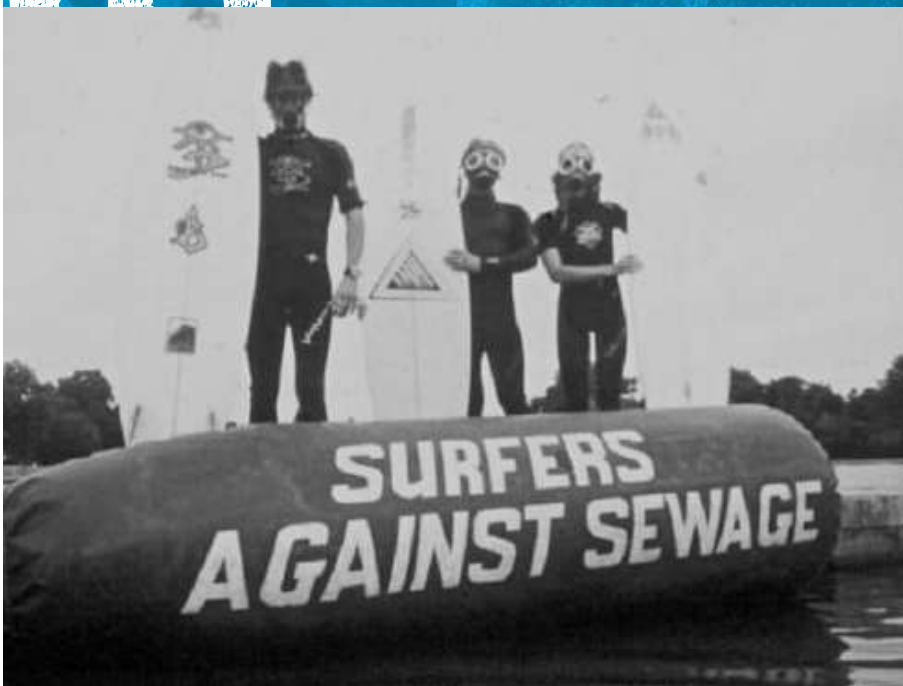
The heritage of our organisation is anchored in the ocean. Yet our reach and influence now permeates communities



and institutions nationwide, from a programme of school engagement, through to supporting community groups to monitor and lobby for better protection of inland bathing waters

In this decade devoted to the ocean, we will redouble our efforts and continue to mobilise and equip the biggest and most authentic community of ocean conservation campaigners and volunteers in the UK.

If this inspires you then please read on to find more about who we're looking for.



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THANK YOU FOR YOUR INTEREST IN JOINING OUR TEAM!

I joined in August and couldn't be more excited to have joined the team. We will take time to look back at the amazing things SAS has achieved in 30 years and apply this wisdom to the current global

context of environmental, social, and political challenge. Our staff, volunteers, communities, and supporters make up our Ocean Activists; this is a powerful tribe which will continue to demand change and I remain optimistic that we will achieve it.

2024 will see us deliver the final year of our Ocean Impact Plan and collectively create a 2025-30 Strategic Plan. This is an exciting time to join our team and get involved in writing the next chapter, which will see us collectively create a new 5-year strategy. We will start with our Theory of Change, underpinned by science, to channel every action of every Ocean Activist into effecting real and lasting solutions."

Giles Bristow
CEO

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JOB DESCRIPTION

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Role:	Policy and Advocacy Officer
Salary:	£26,442 - £30,510
Reports to:	Policy and Advocacy Manager
Hours:	37.5 hours
Contract:	Full-time / Permanent
Annual Leave:	Starting on 25 days' annual leave plus Bank Holidays

About the Role:

Surfers Against Sewage is a campaigning charity made up of water lovers who protect the ocean and all it makes possible. From empowering and mobilising hundreds of thousands of activists at the beach front to holding parliamentary events and submitting citizen science led reports to government.

We act from the beachfront, to the front-bench. We are seeking a talented and passionate Policy and Advocacy Officer to deliver our vision of Thriving Ocean, Thriving People.

The successful candidate will research and develop our positions on all policy and legislation related to mitigating plastic pollution and waste management in the UK, advocating for change to end plastic pollution. In particular they will help identify the impacts plastic pollution has throughout its lifecycle on human health, the environment and the climate.

They will support the creation and delivery of advocacy and campaigning plans that make the most of influencing opportunities to convince politicians, policy makers and business leaders to act to End Plastic Pollution. The new role will focus on plastic pollution but there will ample opportunity to also support work on the connected issues of sewage and chemical pollution.

This exciting role will be responsible for keeping up to date with the fast-moving political and policy landscape, keeping the wider team up to date on latest updates. You will work closely with the Campaigns and Communities to inform our campaign work and community programmes. You will also help support grassroots communities to engage with their local politicians

What You'll be Doing

In this role you'll:

Policy

- Monitor developments in plastic policy across the UK (including devolved

JOB DESCRIPTION



- administrations), and at an international level e.g. global plastics treaty
- Develop well evidenced SAS plastic policy positions
- Create convincing arguments
- Monitor the latest scientific developments in plastics, using this to update and further strengthen SAS policy positions
- Prepare briefings on policy areas for various audiences inc. politicians, senior staff, communities
- Write formal submissions to government consultations and parliamentary inquiries
- Help set direction of citizen science or research reports to fill evidence gaps and add weight to policy calls
- Write and contribute to SAS reports on policy areas
- Represent Surfers Against Sewage externally, including within policy network groups and coalitions
- Maintain and develop partnerships with other key groups and stakeholders working in similar areas of work to SAS;
- Support wider work of SAS Policy & Advocacy team, outside of plastic pollution. This will include supporting work on sewage pollution, and more substantially the developing area of chemical pollution.

Advocacy

- Develop relationships with key politicians and their staff
- Support political lobbying at a senior, national level
- Alongside Manager identify influencing opportunities
- Organise parliamentary events and facilitate MP site visits

Other Duties & Responsibilities

- Demonstrate a strong commitment to creating an inclusive, equal and diverse workplace.
- Work collaboratively with colleagues across SAS to collectively deliver our ethos and mission, vision and aims
- Carry out any other duties as are within the scope, spirit and purpose of the post as required.

Location

This role can either be based at our ocean-side office in St Agnes, Cornwall, or fully remote anywhere in the UK. If based remotely, we'll provide you with the essential equipment to be able to work from home, as well as paying for your travel and accommodation for agreed visits to our HQ, events or external meetings.

If based in Cornwall, our hybrid working model means you can enjoy the benefits of both office based and remote working. Reasonable adjustments as well as specific office-based needs will be considered for those with long term health conditions and disabilities.

PERSON SPECIFICATION



For this role, you'll need:

The position will suit an energetic, dynamic and dedicated officer with an interest in tackling plastic pollution and a proven ability to research and translate complex legislation and reports into clear briefings and compelling arguments. The ideal candidate will be an excellent researcher and communicator, well-organised, and thrive within a dynamic and fast-paced environment. The person will have a passion to protect our oceans.

Essential:

- Knowledge and interest in politics and policy, as evidenced through education or experience
- Experience of analysing and understanding policy and legislation, preferably plastic or environmental policy and legislation.
- The ability to communicate effectively and appropriately with a wide range of people including politicians, volunteer community groups, civil servants and other NGO representatives
- Track record of conducting research in the work environment to create and deliver compelling arguments backed up by evidence
- Excellent writing skills and experience in presenting complex information and ideas in a clear and engaging manner
- Experience of working in a fast-paced environment and a proven ability to effectively prioritise
- Ability to work independently and take initiative to solve problems;
- A head for organisation and excellent time management
- A good team player with a willingness to muck in as and where required
- Upbeat and clear thinking even when working at a fast pace
- Inspired by SAS's mission and vision
- An experimental attitude and willingness to make mistakes
- Willingness to travel within the UK, with occasional overnight stays

Desirable:

- Experience of working to influence the Parliamentary process in Westminster or devolved administrations.

EQUITY, DIVERSITY AND INCLUSION

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Here at Surfers Against Sewage, we are not ones to shy away from the big topics. Equally, we are self-aware enough to realise where we have work to do.

We are setting ourselves ambitious but attainable targets and we recognise our engagement in Equity, Diversity and Inclusion needs a dedicated, organisation-wide strategy.

The impact of plastic pollution, water quality and climate change disproportionately affects marginalised communities, yet there is significantly lower representation in Ocean Activism from within these communities. We want to change that. Our aim to create Ocean Activists everywhere isn't a tag line, it's a mission.

We are all connected to the ocean, regardless of distance, age, gender, race, disability, sexual orientation or belief system. We want to help reconnect us all to the ocean, waterways, rivers, lakes and even the water we use in our homes and schools. It's all connected – let's protect it together.



And finally, even if you don't meet every single requirement and don't surf, here at SAS we are committed to building a diverse, inclusive and equitable workplace, and we would still like to hear from you with your CV and covering letter.

You may be just the right candidate!





What are the benefits of working at Surfers Against Sewage, apart from being part of an amazing, dedicated and inspiring community of people?

Flexible working hours and TOIL

We offer a flexible approach to working hours between 7:30am and 6:30pm, and we provide Time Off In Lieu when staff are required to work occasional evenings or weekends. Our contracts specify working hours, but we focus on outcomes over where, when, and how people work.

Hybrid & Home working

Our roles are specified as either Hybrid working, with a requirement to come into the office a minimum of two days a week, or homeworking, with some travel to the office on agreed days (dependent on the role).

25 days of annual leave (pro rata), increasing each January up to 28 days, plus Bank Holidays.

For the last 3 years we have also been providing 3 additional days at Christmas, and we will continue this in 2024.

Access to confidential advice on mental health and wellbeing, as part of our Employee Assistance Programme.

SAS have partnered with Health Assured who are the UK and Ireland's most trusted health and wellbeing network. Their employee benefits programme is a suite of wellbeing services, offering you and your family a structured way to work through physical or mental health issues and financial.

Four wellbeing days a year

Our mental health and wellbeing policy provides 4 wellbeing days a year, to use as a preventative measure.

Pension

5% (instead of statutory 3%) and will be regularly reviewed. Nest pension with ethical savings options.

Enhanced sick pay

8 weeks full pay and 8 weeks half pay

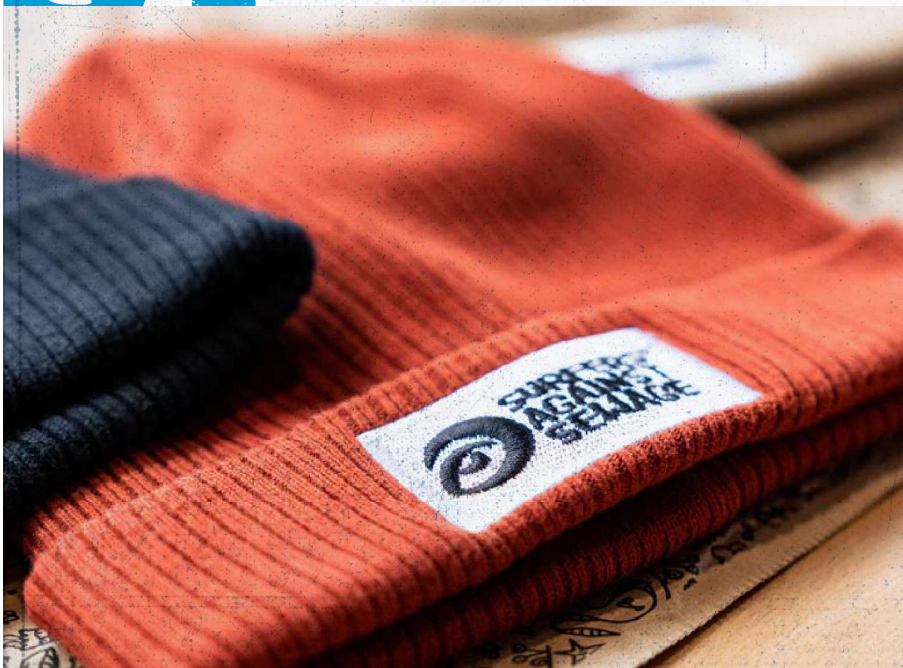
Enhanced maternity policy

Sabbatical policy

Giving the option for those with longer (>3 years) service to request sabbaticals or career breaks.

We also have an amazing office space for those based locally, overlooking the sea and with an invigorating headland walk, access to Trevaunance cove for swimming, or grab a surfboard from the rack and squeeze in a lunchtime surf. And best of all well behaved pets are allowed in the office, and we're pleased to provide never-ending Yallah Coffee for staff!

Many of the above benefits are non-contractual, and therefore can be changed without consultation. We are committed to creating an ever more progressive and open culture, and we believe the biggest benefit of working at SAS is working somewhere that you can own your impact. We are also pleased to be able to offer a bunch of other great stuff alongside!





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Hi, my name is Jacey and I am the Data and Insights Manager here at SAS.

I have worked for SAS for some time and have observed how the organisation has grown, and developed a great ethos on taking care of their staff and providing as much flexibility as they can and understanding.

I, myself have taken a couple of wellbeing days this year which have proved invaluable, allowing me to recharge and decompress at a time I really needed to.

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I'm Henry, the Policy and Advocacy Manager here at

SAS leading our political, policy and research work at SAS.

I am often out and about around the country, petitioning parliament and attending events and the SAS Time off in Lieu Policy means that I can take my time back and recharge my batteries so I can continue to fight for our oceans.

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I'm a hybrid worker, so I really enjoy the flexibility of working from home and the days in the office with the ocean view. There's a fantastic focus on employee wellbeing with flexi hours, hybrid working, wellbeing days, the addition of annual leave days with each year worked at SAS, and even a sabbatical policy that's recently been introduced.

My role feels rewarding in the sense that the skills I've been employed for are valued and trusted to deliver on the role. There's a great culture of 360 feedback being welcomed at SAS too which always makes you feel like you have a voice.

Sophie, SAS'





The ever-growing SAS community believes in staying connected with the ocean. To strengthen this bond, we live by six core values, that matter deep down, to us all.

01. COMMUNITY

We are a community of staff, volunteers, and ocean activists. We make sure we look after our community by nurturing and supporting, treating each other as humans: With compassion, kindness and care.

02. PURPOSEFUL

We're serious, experienced, rigorous, determined and dedicated. We know the impact of people power and how our actions on the ground, and at the top, make a difference.

03. OPEN

We're passionate, down to earth campaigners with a deep, unrelenting love of the ocean. We believe in building diverse, inclusive and active communities.

04. AUTHENTIC

We're human, doing our best for the ocean that we all love and rely on. When we don't get things right, we learn from it. We believe in authenticity. You can't fake trust.

05. DYNAMIC

We're active, energetic doers. From the beachfront to the frontbench, we bring people together, empowering them to get stuck in and make real change happen.

06. DARING

We're creative risk-takers, willing to disrupt the status quo and show how being different makes a difference. We have edge and energy that we put to use, pushing back against norms and pushing forward a counterview of what's possible for our planet.

TEAM CHARTER

When you start at SAS, you will be provided with our Handbook and Team Charter, which we collectively created to set out expected behaviours and ways of working; a manifestation of our values.



How to Apply

Please submit your CV and cover letter explaining how your skills and experience meet the requirements of the role to **recruitment@sas.org.uk**

You should receive an automatic email response after submitting your application. If you fail to receive this confirmation from us, please email **recruitment@sas.org.uk** or call us on 01872 553001.

Closing Date: 23 March 2025
Midnight Sunday

Interview Date: 31 March 2025
Week Commencing

We will work with you to accommodate any reasonable interview adjustments.

