



# JOIN THE LINE -UP

**Surfers Against Sewage Recruitment Pack**  
**Policy & Advocacy Officer (Sewage Pollution)**  
**March 2025**



# FOR THE OCEAN

**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 35 years, Surfers Against Sewage has grown into one of the UK's most successful marine conservation and campaigning charities. 35 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.

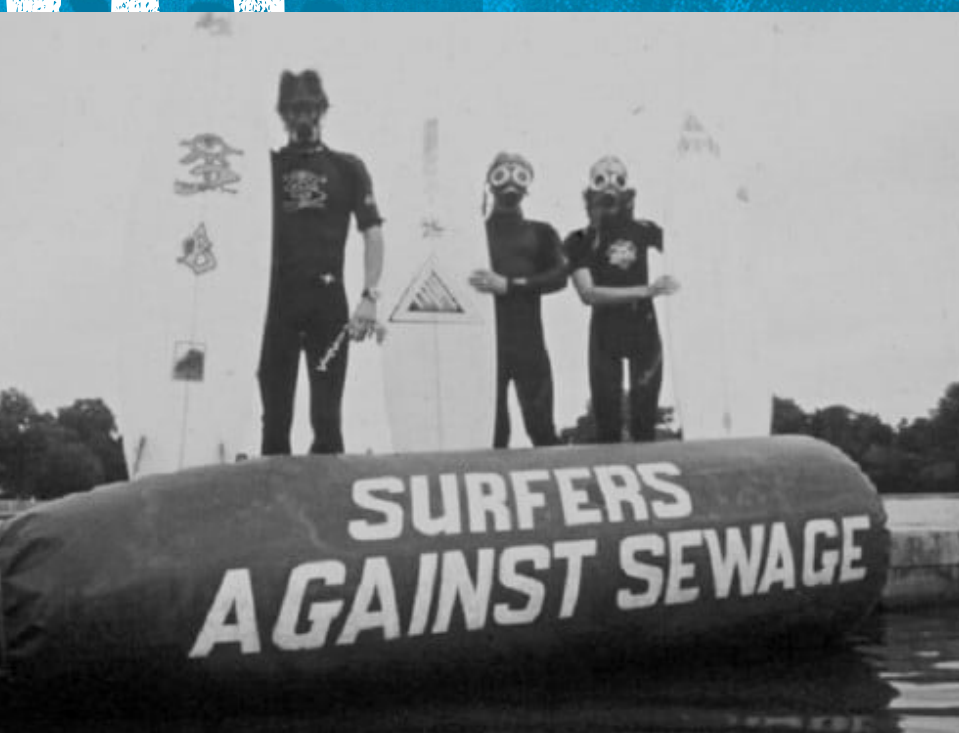
The heritage of our organisation is anchored in the ocean. Yet our reach and influence now permeates communities



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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Surfers Against Sewage  
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# THANKS FOR TAKING AN INTEREST IN OUR CHARITY!

As we move into a new strategic plan, I'm excited about applying the wisdom we've gained over the last 35 years to win on

sewage and plastic, in the context of a new set of environmental, social and political challenges. 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.



*Erin Gilmartin*

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# EQUITY, DIVERSITY AND INCLUSION

Surfers Against Sewage  
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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, so if you like the look of this role and even if your past experience doesn't align perfectly with everything in the job description, we would still like to hear from you!

You may be just the right candidate for this or other roles.





# JOB DESCRIPTION



<b>Role:</b>	Policy and Advocacy Officer (Sewage Pollution)
<b>Salary:</b>	£26,442 - £30,510
<b>Reports to:</b>	Policy and Advocacy Manager
<b>Hours:</b>	37.5 hours
<b>Contract:</b>	9-Month Fixed Term Contract
<b>Annual Leave:</b>	Starting on 25 days' annual leave plus Bank Holidays

## About the Role:

We are seeking a talented and passionate Policy and Advocacy Officer to deliver our vision of Thriving Ocean, Thriving People.

In this pivotal time for tackling sewage pollution and reshaping the water industry the successful candidate will research and develop our positions on policy and legislation related to tackling sewage and advocate for change to end sewage pollution. In particular they will help make the most of the opportunity presented by the independent water commission and ensure the government deliver ambitious legislation to reform the water industry in the UK.

They will support the creation and delivery of advocacy and campaigning plans that make the most of influencing opportunities to convince politicians and policy makers to act to End Sewage Pollution. The role will focus on sewage pollution but there will be ample opportunity to also support work on the connected issues of plastic 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 sewage policy across the UK including the devolved administrations.
- Develop well evidenced SAS sewage policy positions
- Create convincing arguments
- Monitor the latest scientific developments in water quality, using this to update and further strengthen SAS policy positions



# JOB DESCRIPTION



- 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 sewage pollution. This will include supporting work on plastic 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

- Adopt a positive approach to personal and professional development;
- 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 sewage 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 sewage 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.





## What are the benefits to 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 2025.

**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.

**Membership to Head Space wellbeing.**  
Guided Meditation and Mindfulness

### **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!











**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

## Interview Date:

Week Commencing 31 March 2025

We will work with you to accommodate any reasonable interview.

