



Head of Climate & Environment

Organisation

Eurocities, the network of major European cities, is seeking an experienced and dynamic colleague to lead our climate and environment projects as the co-Head of Climate & Environment. This role is critical in overseeing Eurocities' portfolio of high-profile climate initiatives, primarily funded by Horizon Europe as well as co-lead our Climate & Environment Team. The candidate would ideally start in August 2025 or as soon as possible thereafter.

Eurocities is a dynamic and international team where we trust in people, value constructive exchanges and collaborative work. We help people thrive in a friendly, open and healthy environment while promoting a work/life balance.

Responsibilities

As Head of Climate & Environment, based in Brussels or Barcelona, you will play a pivotal role in coordinating Eurocities' efforts to assist cities across Europe towards climate neutrality.

You will work closely with a diverse team of partners and colleagues, ensuring collaboration and effective project management. You will co-lead the Climate and Environment Team, be managed by the Policy Director and contribute to the leadership of the organisation via the Extended Strategy Team. Your expertise in understanding the unique challenges and needs of cities at the local level will be crucial for this position.

In this role, you will provide:

- **Project Oversight:** Manage and oversee the portfolio of climate-related projects, ensuring alignment with Eurocities' strategic objectives and compliance with funding requirements.
- **Leadership:** In coordination with the other co-Head, line manage a team of six senior/project managers and oversee a team of 20+, providing guidance, support, and professional development opportunities to ensure effective project implementation.
- **Funding Knowledge:** Utilise your in-depth knowledge of Horizon Europe and other European funding programmes to lead on strategic climate & environment project proposals to secure and manage project funding.
- **Stakeholder Engagement:** Foster strong relationships with internal and external stakeholders, including city members, European institutions, and project partners.
- **Reporting and Communication:** Ensure high-quality project documentation, including progress reports, deliverables, and communication materials, maintaining excellent written and verbal English skills.
- **Collaboration:** Work collaboratively across a diverse and complex team environment, facilitating cooperation and knowledge sharing among team members and partners.

- **Strategic Planning:** Contribute to the strategic planning and development of Eurocities' climate and environment initiatives, aligning projects with broader organisational goals.

Profile

You are an experienced professional who is committed, flexible and results-oriented. The skills and experience to do this job successfully include:

- **Education:** A university degree in environmental science, urban planning, public policy, or a related field. A postgraduate degree is desirable.
- **Experience:** At least 12 years of experience in managing projects, and drafting project proposals, with significant exposure to Horizon Europe or other European funding programmes.
- **Leadership Skills:** Proven experience in leading and managing a team, with a focus on professional development, motivation, performance management and well-being.
- **Communication:** Exceptional written and verbal English communication skills, with the ability to present complex information clearly and effectively.
- **Collaboration:** Demonstrated ability to work collaboratively internally and with a complex and diverse range of external partners and institutions.
- **Organisational Skills:** Strong organisational and project management skills, with the ability to organise work flows and teams to deliver.
- **Technical Knowledge:** Thorough understanding of climate neutrality, urban sustainability, and the European funding landscape.

Assets:

- Previous experience working with cities and the European Commission
- Understanding of EU climate and energy policies
- Knowledge of EU policies and functioning of the EU institutions is a plus
- Other languages are an asset

We are looking for candidates who fulfil most of these criteria, but do not hesitate to apply if you think that you could be a good fit for the position.

We offer

- a full-time contract, either as:
 - an employee, under Belgian or Spanish legislation. The selected candidate will need to either live in Belgium or Spain or be willing to move there for the duration of the contract (candidates need to provide a Belgian/Spanish address and must have the legal right to live and work in Belgium/Spain).
- an open-ended contract
- gross salary, according to profile and experience:
 - Belgium: between 70.000 € and 80.000 € **yearly** gross salary (paid in 13 instalments)
 - Barcelona: between 59.500 € and 68.000 € **yearly** gross salary (paid in 12 instalments)
- flexible working hours
- part-time teleworking

Benefits

Meal vouchers, pension plan (Belgium only), hospitalisation insurance, public transport costs (Belgium only), 13th month (in Belgium only), éco-chèques (Belgium only), 90€ net per month of teleworking allowance, training opportunities.

How to apply

Applicants are requested to send a letter of motivation, explicitly describing point by point their relevant experience and linking it to the requirements for the position, in two pages maximum, together with a CV with at least two referees (including your current or last employer) by **Sunday 13 July 2025 (23.59 CET)**: Patricia de Wouters, People & Operations Director, at jobs.climate@eurocities.eu. Please send the documents in pdf format and mention 'Head of Climate & Environment' in the subject line.

We are aware that you might use AI when applying for this position. It's perfectly fine to use AI to brainstorm, structure your ideas or edit your language. Just please be aware that while AI is one of the tools we use in Eurocities, the main tool we need for the work here is our brains: This is a content-based position, and one that AI cannot often do for you. Please keep this in mind during the application and interview phase to avoid disappointment on both sides later in the process. We want to use this interview to get to know you and your ideas, not what ChatGPT thinks the best answers are.

Interviews will be held in person or online (if not in Brussels) on 17 July 2025.

Only shortlisted candidates will be contacted for an interview. CV and personal data of non-selected candidates are not shared with anyone outside Eurocities and will be deleted immediately after the recruitment process. For more information, read our privacy policy.

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