



Friends of
the Earth
Scotland

Senior Transport Campaigner

Recruitment pack



Job information

Job purpose

To lead the delivery of an engaging and impactful public-facing campaign for better buses across Scotland, working towards our vision of an extensive, accessible, publicly-owned bus network that is free for everyone to use.

You will work with colleagues, members and local groups to design effective campaign strategies and create meaningful opportunities for people to participate in the campaign at local and national levels. Motivating and supporting Friends of the Earth Scotland members, activists and local groups to campaign in their communities is key.

Location

Hybrid working arrangements with weekly attendance at one of our offices (Edinburgh and Aberdeen). You will also be expected to undertake regular travel within Scotland.

Team

You will work in the Campaigns team

Report

Report to the Head of Campaigns

Responsibilities

No direct reports or budget responsibility

Job information

Hours

Full time (35 hours per week) preferred. Part-time hours, 4.5 or 4 days per week, will be considered.

The post will require some work outwith office hours, including weekends, for which time off in lieu is granted. There will be no payment of overtime.

Duration

This is a two-years contract initially, which may be extended subject to available funding

Salary & Benefits

£35,000 (Full-time equivalent)

You will receive 28 days annual leave and 11 days statutory holidays (full-time equivalent).

Friends of the Earth Scotland operates a Company Pension Plan with NEST, which includes an ethical option.

Apply for the role

How to apply

To apply please send a completed Application form to recruitment@foe.scot

We would be grateful if you could also complete our Equal Opportunities Monitoring Form and include it in your email.

The closing date is **Monday 12th January 2026 @12pm**

Candidates who have been selected for an interview will hear within a week of the closing date.

Please let us know by email or via the application form, if you have any access needs during the selection process.

The recruitment process will include an in-person interview at our office in Edinburgh, on **Wednesday 28th January 2026**. An online interview will be considered on a case-by-case basis, if an in-person interview is not suitable.

Not sure if you fit?

In this pack, we've included a list of key accountabilities and detailed responsibilities as well as a person specification outlining the attributes, knowledge and experience we are looking for in candidates for this role.

We would encourage you to think broadly about how you might evidence these skills and experience in your application.

If you're excited about working for us and have most of the skills and experience we're looking for, please go ahead and apply!

About Friends of the Earth Scotland

Who we are

Friends of the Earth Scotland is Scotland's leading environmental campaigning group, working to help people in Scotland look after the planet for everyone's future.

We are part of the Friends of the Earth International federation which is the largest grassroots environmental network in the world, uniting over 2 million supporters, 73 national member groups, and 5,000 local activist groups.

Our Vision

Friends of the Earth Scotland's vision is of a world where systems of power and resource use are transformed so that all living beings and ecosystems have what they need to flourish, now and in the future.

Our Mission

- Friends of the Earth Scotland exists to win campaigns for transformative solutions to the root cause of environmental problems.
- We campaign for an end to the climate crisis, for the flourishing of the Scottish environment, and for a democratic Scotland which cherishes and protects the natural world of which we are part.
- We work for an economy oriented towards the needs of communities, ecosystems, and the planet.
- We support people in Scotland to take individual and collective action for environmental and social justice locally, nationally, and globally.
- Working with partners in Scotland and across the globe, we integrate research, political advocacy, strategic communications, mobilisation, and movement-building into focused and ambitious campaigns.

Our values

Hope

Our vision is a vision of a possible world, and that we can act in the here and now to create changes that make that world more likely. In acting on this hope, we do not ignore the enormous environmental losses that have already occurred, the likelihood that many more will occur, or the magnitude of the systemic transformations that are needed to bring our vision about;

Collaboration

We see ourselves as one part of a wide, diverse ecosystem working for transformative solutions to environmental problems. At every level, from our staff team and our Board to the FoEI network, our membership, and our external partners, we work in generous partnership and in support of democratic participation

Creativity

Defending against attack is necessary but insufficient in achieving our organisational vision: we need new relations and systems linking people and ecosystems to do that. Developing these systems is the work of creating as well as dismantling, and we will hold space for creativity in our internal and external work

Care

Care requires systemic measures that recognise the capacities and limitations of people and ecosystems, as well as individual attitudes of kindness and concern. Our internal operations, our interactions with partners, and our campaigning goals will be oriented by care for people and planet

Justice

Environmental and social harms are disproportionately caused by systems of domination and extraction developed by the elites of majority white countries in the global North, and are disproportionately felt among people who are economically, socially, and racially marginalised in the global North and South. We act in solidarity with the people most affected by environmental harms in our campaigning for transformative solutions, and we work to centre fairness and anti-oppression in our internal systems and processes

Integrity

We understand our values as things we hold and things we do. We put them into practice across our internal and external activities, and we reflect and reorient when we fall short of them.

About this role

This role is key in building power in our movement to win a better transport system in Scotland – one that cuts climate emissions, connects communities and is run in the interests of passengers, not profit.

Transport is Scotland's largest polluting sector, so tackling the transport system is vital for cutting fossil fuel use and climate emissions.

The focus of this role is our campaign for better buses. Our vision is of an accessible, extensive, publicly-owned bus network that's free for everyone. A comprehensive, reliable bus network is essential for tackling climate change and reducing inequality – connecting communities and getting people out of private cars. However, the current network is run by private operators, often expensive and unreliable with routes cut and standards declining.

Friends of the Earth Scotland is committed to building a powerful movement for system change, and we believe that communities must take the lead in the transition away from our car-dominated system, so that what replaces it works for all of Scotland.

The successful candidate will have experience and skills in local organising or supporting volunteers. We are looking for someone who can bring new people into the movement, and support and motivate volunteers and local organisers in their communities.

About this role

We're looking for someone with excellent listening skills, who can build relationships with people and organisations and support them to campaign for change in their communities.

The successful candidate will be a strong campaigner, with a vision of a better system and a good understanding of strategy to get there. You will have excellent communication skills and be confident speaking to media and using social media, in direct advocacy and public speaking.

You will also be responsible for other work within the transport programme, such as maintaining a watching brief on major developments in transport policy and responding as required.



About this role

Principal Accountabilities

Responsible for the overall development, delivery and success of the better buses campaign and the transport programme, including:

- Creating and executing effective campaign plans, strategies and tactics to advance the campaign at national, regional and community levels.
- Ongoing monitoring and evaluation of the campaign, adapting strategies to implement learning.
- Work with organising colleagues in the North East of Scotland to support the delivery of the campaign at a regional level.
- Designing meaningful opportunities for people to get involved in the campaign at both local and national levels, motivating and supporting FoES members and local groups to participate.
- Work with the communications team on planning and responding to media stories, creating engaging digital content and supporter communications.

About this role

Principal Accountabilities (contd)

- Represent Friends of the Earth Scotland externally as our key spokesperson on transport e.g. in media, coalitions, at events and in advocacy meetings with MSPs and Scottish Government.
- Work with FoES' Policy and Advocacy Manager to influence relevant decision makers in the Scottish Parliament and Local Authorities.
- Research, write and adapt materials for the campaign, including public materials, policy positions and responding to relevant consultations, and co-ordinate publication and dissemination.



About this role

Knowledge, skills and experience

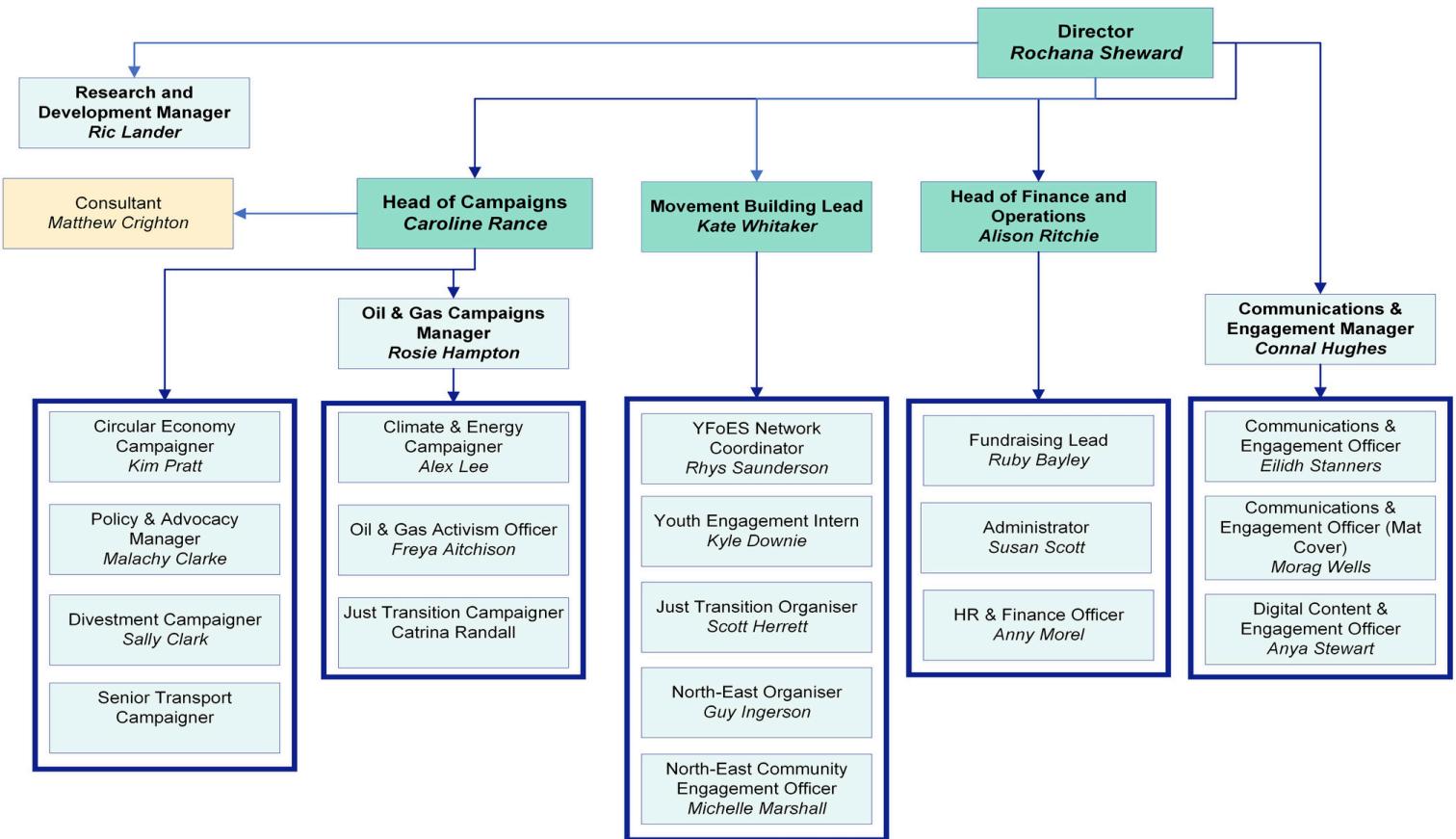
- At least three years of relevant experience, preferably working or volunteering in a senior campaigning or organising role.
- Significant experience of successfully planning, delivering and evaluating campaigns or projects.
- Experience of training and supporting volunteers, preferably in local organising or campaigning.
- Listening, negotiation and relationship building skills. Ability to quickly absorb new and complex information and communicate it to a variety of audiences.
- Ability to work with a diverse range of people, groups and organisations, and to motivate and support people to take action.
- Experienced communicator adept at crafting compelling written communications, impactful digital communications in addition to confident public speaking and media spokesperson skills.

About this role

Knowledge, skills and experience (Contd)

- Highly motivated with strong organisational skills; the candidate must be able to work independently to prioritise tasks and organise their own work, with remote support. Experience of working to tight deadlines.
- Knowledge in the key campaign areas and the policy and political context around transport in Scotland.
- Knowledge and understanding of the role of social movements and collective organising in creating progressive change.
- Demonstrable commitment to environmental and social justice.
- Knowledge of the work of FoES is desirable, but not essential.

Organisational Chart



Equal opportunities

We are committed to offering equal employment opportunity for all and to providing employees with a work environment free of discrimination and harassment.

We are committed to finding the right people for the jobs that we advertise. All employment and recruitment decisions are based on organisational needs, job requirements and individual qualifications, without regard to race, colour, religion, sexuality, gender identity or belief or any other status protected by the Equality Act 2010.

We are committed to increase the diversity of our team and encourage applications from people currently under-represented in the climate and environmental movement. We are working hard to create a space in which people from all walks of life see themselves. We therefore particularly encourage you to apply if you belong to one of these groups or sit at the intersections of multiple systems of oppression.

We monitor Equal Opportunities at Friends of the Earth Scotland as part of the application process. All Equal Opportunities forms are removed from applications prior to short listing.



Friends of the Earth Scotland

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A JUST TRANSITION FOR WORKERS
AND COMMUNITIES