



Job description

Head of Communications & Marketing

Location:	Hybrid working (offices in Totnes, London), remote is an option for the right candidate.	Reports to:	CEO
Contract:	Full-time, permanent	Salary:	Dependant on Experience

About Common Seas

Common Seas is a social enterprise on a mission to quickly and significantly reduce the amount of plastic waste produced and stop it polluting our rivers and seas. Having established ourselves as both a global thought leader and a highly practical actor in the plastic pollution space, we are now at an extremely exciting stage of growth.

Who we're looking for

We are recruiting a Head of Comms and Marketing to develop, coordinate and implement a powerful and creative communications strategy. We're an ambitious start-up - working with our leadership and comms and delivery teams, you will put Common Seas on the map, positioning us as an exciting, trusted, practical pioneer in the plastic pollution space. You will have extensive experience in the environmental or social justice sector and be able to demonstrate an in-depth and nuanced understanding of the scale of the challenges our world faces.

A seasoned media and communications professional, you will draw on your experience to help our small organisation grow and keep delivering impact in line with our objectives. You'll balance big-picture strategic thinking with highly effective and efficient tactical execution; a creative and entrepreneurial soul that's tempered by a love of project management and facilitation – you are known for getting things done.

You will have proven experience in branding, marketing (identifying and acquiring growth opportunities) strategic communications (digital, social and content marketing), behaviour change campaigns (storytelling and public relations) and delivering complex international projects – on time, to budget and in good spirits. You'll be happy to work remotely, but regularly get in the same room as our core team in Totnes.

You are a practical, dynamic and hands-on leader who thrives on the challenge of developing and holding processes and coordinating teams and agencies. You lead by example with accountability and high emotional intelligence. You have a personal passion for sustainability and social issues.

Why Common Seas

We are a young and rapidly growing company: you will shape your role as Common Seas develops and grows. As well as our UK team, we have teams in Greece, the Maldives and Indonesia. Through our partners and programmes, we are connected to an exciting and influential network of teammates, funders, private sector, public sector and international organisations.

Our communications are focused around #knowledgeispower, with the overarching objective to reduce the production of single-use plastics by 50% by 2030. Core programmes include:

- Launching the world's first plastic reporting tool and coach for hospitality businesses.
- Supporting ten Small Island Development States to set baselines, design policy and negotiate a robust United Nations Global Plastics Treaty.
- Building on our recent discovery of plastic in our blood, to publish more research to advance knowledge of the harm plastic causes to our health.

We offer competitive compensation and benefits, a flexible work environment with travel to project sites, and support for personal development, including regular talks from leading experts and continuous training/learning experiences.

Person Specification

Education and Training	
Degree or equivalent level qualification	E
Advanced degree in a relevant subject e.g. science communication	D
Experience	
Demonstrable experience of managing brands, content and campaigns	E
Experience operating within the environmental or social justice sectors, and driving successful behaviour change campaigns or similar	D
Demonstrable experience of developing and overseeing implementation of marketing and comms strategies, including identifying marketing, fundraising and growth opportunities	E
Demonstrable experience of managing multiple projects and campaigns and responding to emerging priorities	E
Demonstrable experience of working with external marketing and comms resources, including press and public relations	E
Demonstrable experience in people management including managing teams and workloads	E
Demonstrable experience of setting Comms and Marketing budgets and retaining and managing the right agencies and contractors	E
Knowledge and skills	
Excellent Project Management skills with experience of coordinating, streamlining and managing all comms and marketing across organisational and country-level teams	E
An organisational powerhouse – ability to keep your team up to speed on tasks and due dates, ensuring project plans stay on track	E
Strong creative sense - know what's good design and copy (and be able to feedback accordingly)	E
Competent in setting clear organisational, programme and campaign objectives & KPIs, and measuring and monitoring progress towards them	E
Confident in overseeing design and production of content and campaigns - from ideation to strategy, implementation and review	E
Experience in developing creative processes and supporting comms team to create their best possible work	D
Confident in recruitment processes and managing these within core comms function	D
Able to develop creative and engaging ways of communicating complex ideas including scientific results and systems thinking	D
Developing and improving project management systems, or managing the outsourcing of this	D

Values and Personal Attributes	
Ability to work closely with leadership teams, including CEO, COO and Director of Programmes	E
Ability to support our team to deliver world-changing creative, while providing consistent direction and quality control	E
Natural storytelling ability, to communicate effectively with a variety of audiences	E
Good facilitation skills – able to convene team members and other stakeholders and create consensus	E
Ability to inspire and develop talent and skills across our core and in country teams (content, copy and design)	E
A strong commitment to Common Seas’ core mission	E

How to apply:

If you think this sounds like the role for you, please:

1. Send a copy of your CV and a one-page cover letter outlining your suitability for the job and possible start date through our headhunting partner Ellwood Atfield via Liam Young at Liam.y@ellwoodatfield.com.
2. If you have any further questions about the role, contact Liam for an informal conversation.