



**POSITION:** Director of Legal, Risk and Governance  
**REPORTING TO:** Global Chief of Operations  
**REMUNERATION:** Negotiable  
**LOCATION:** Netherlands, The Hague (remote)  
**START DATE:** ASAP



## **Background**

Driven by a passion to solve the climate crisis, The Sunrise Project is a team of experienced change-makers with a mission to scale social movements to drive the global transition beyond fossil fuels. With affiliated programs and staff in the United States, Europe and Asia, we have developed a unique model of grant making and campaigning that supports networks of organizations to drive powerful change towards our mission.

We have a dynamic and nimble organisational culture and are serious about supporting our people to thrive as we tackle the urgent climate challenge. We believe that a diversity of experiences and perspectives will help us build stronger strategies, teams and movements. We take the broadest possible view of diversity and encourage First Nations people, people of colour, people living outside of cities, people living with disabilities, neurodiverse, and LGBTQIA+ people to apply.

## **About the role**

The role leads on legal strategy, governance and compliance for our rapidly growing global organisation. The role provides specialist advice relating to key legal, governance, compliance and risk management matters to enable The Sunrise Project to scale our global impact while balancing risk and meeting compliance obligations across multiple jurisdictions.

Working as part of our global operations leadership team, the role guides the organisation to ensure strong and effective governance of legal entities registered in Australia, the US and the Netherlands, and coordinates the work of domestic in-house counsel and external lawyers in the Sunrise affiliates. With the support of a small team, the role assists and advises our operations and program teams to ensure that our campaigns and programs are carried out to align with Sunrise's risk appetite and commitment to impact and agility.

## **About you**

You are a qualified lawyer in the Dutch or European jurisdiction with prior experience in a global NGO or as a governance and risk specialist in a global organisation commercial and corporate law and are excited about putting your first rate legal skills to use in solving the climate crisis.

You thrive on problem solving and your experience enables you to quickly develop practical and creative solutions to complex issues. You are comfortable shifting from big picture strategy down to the legal details on operational matters - including overseeing GDPR compliance. You have a risk management mindset and are confident to make decisions and advise fearlessly.

You're an open, clear and direct communicator, a great team player and have a high level of emotional intelligence that enables you to quickly build rapport and work collaboratively with a wide range of stakeholders. You're passionate about our mission and for working in ways that prioritise justice, equity diversity and inclusion (JEDI).

### **Key responsibilities**

- Leads on the legal strategy and facilitates legal compliance across the organisation's affiliates.
- Develops and implements risk management frameworks, strategies and processes across the organisation, including overseeing GDPR compliance.
- Provides legal support for both operations and program teams across multiple jurisdictions, both through working with affiliates and domestic in-house counsel and external legal advisers.
- Provides high level governance and legal support to the boards of The Sunrise Project in Australia, the US and Europe, including managing external legal advice as required.
- Develops, manages and evaluates an approach to due diligence and vetting for grant making programs
- Leads on high performance, collaborative and sustainable teamworking by fostering Sunrise's culture and hiring, managing and developing talented individuals.
- Aligns programmatic strategies and Objectives-Key Results (OKRs) with Sunrise's Values.

### **Required skills, knowledge and experience**

- Qualified legal practitioner with post-admission experience, ideally in a similar or related role. Please note that a current practicing certificate is not a requirement for this role.
- Significant or advanced level experience in one of more of the following areas of legal, risk and governance practice:
  - legal strategy and a complex and contentious global environment
  - risk management and reporting
  - regulatory compliance for charities engaged in advocacy
  - corporate governance especially in relation to organisational policies and procedures in areas such as safeguarding, financial risk management and GDPR
- Excellent verbal and written communication skills and the ability to translate complex legal concepts into practical guidance for non-legal audiences.
- A track record of working well in small teams, with exceptional interpersonal communications skills and strong emotional intelligence.
- Demonstrated ability to manage projects involving input from multiple stakeholders in line with tight deadlines.
- Intellectual curiosity and the flexibility to operate in a dynamic, fast moving organisation working across different jurisdictions.
- Experience in people, performance, and culture leadership, with management experience including hiring, nurturing and enabling talented and diverse people.
- A flexible, adaptable leadership approach: open to new ideas; seeks feedback; builds consensus; and leads on change.
- A passion for supporting action on climate change and a commitment to justice, equity, diversity and inclusion.

## Desirable skills, knowledge and experience

Experience within an NGO.

## Job requirements

- You must have full working rights for the Netherlands. The Sunrise Project is unable to sponsor applicants for employment visas.
- Employment background checks will be required.
- Some international travel (with advance notice) will be required.

## How Sunrise supports its staff

The Sunrise Project is committed to creating a workplace that supports our staff to do their best work and develop professionally. We have the following in place to help us achieve that, noting that benefits listed may vary in accordance with the Professional Employment Office (PEO) we engage with for this role.

- Statutory benefits and entitlements of the country/province in which you are employed.
- Sunrise may provide additional benefits, where in-country entitlements are less than our standard package, where applicable including:
  - Birthday leave (if it's your birthday, you get a day off)
  - Solidarity and community leave up to 1 week p.a.
  - Floating public holidays (cultural leave)
  - Gifted leave (over Christmas and New Year)
  - Flexible work policy
  - Employee Assistance Program

Additionally, our offering includes:

- A commitment to your professional development (up to \$2000 pa)
- Coaching and management support with regular 1:1 meetings
- Performance reviews and feedback to support you and the team to reflect and grow
- A co-developed initial 3 month work plan to set goals and provide clarity on your role and responsibilities

## How to apply

Interested applicants should submit the following by e-mail to [loba@ngorecruit.com](mailto:loba@ngorecruit.com) quoting reference number **TRG001**:

- A CV in word or PDF format (please include 3 references)
- A 1-page cover letter outlining how your skills and experience align with The Sunrise Project's mission and the unique qualities you will bring to this role

Application Deadline: 6 January 2023

Interested applicants are encouraged to apply ASAP. Only shortlisted candidates will be contacted. For more information about The Sunrise Project, visit their [website](#) and [LinkedIn](#) account.