

Working at Cumbria Action for Sustainability

Welcome from the Chief Executive, Karen Mitchell

So you're considering applying for a job with CAfS? How wonderful!

CAfS is a thriving charity. Over the last few years we have more than doubled in size – testament both to the recognition by the public sector, businesses and funders that we must take rapid action on climate change AND to the collective dedication, knowledge and experience of the CAfS team in developing much needed projects, securing funding and delivering results.

I've been in this role since December 2019. I could not imagine a better team to work with and commend them to you without reservation. They are dedicated to our vision and purpose, resourceful, flexible, supportive and like to have fun. I hope you will feel inspired to apply – both by the cause, which is absolutely critical to the future of our world, and by the organisation, our values and our fantastic team.

Karen Mitchell

What a job at CAfS offers you

- The opportunity to be on the frontline driving action on climate change as part of a respected organisation that is making a difference.
- Collaboration with dedicated colleagues, communities, local authorities, and other organisations who are striving towards the same goal.
- A dynamic working environment in which we continually innovate to achieve the best outcomes for employees, communities, and planet.
- A consultative working culture where staff are encouraged to contribute to new developments.

Our work culture and benefits

- We are a friendly and supportive team of colleagues and Board of Trustees.
- We are committed to equality, diversity and inclusion in all that we do.
- We will provide the equipment you need to do your job.
- Employee wellbeing is very important to us. We do what we can to help colleagues achieve a good work/life balance.
- We have a flexible working policy. Most staff work part time, so we are accustomed to managing different work patterns.
- Staff can work at home or other locations where possible.
- If something goes wrong we seek to learn from it, not to blame.
- We invest in learning and development and encourage people to develop their skills and commit time and resources to development.
- Employer pension contribution of 6 % from day one of employment.
- Holiday entitlement of 22 days pro rata plus bank and public holidays, rising to 25 after 5 years continuous service.

- A clear and transparent salary structure with annual increments for employees who have been in their role for a minimum of 10 months by 1 April each year (subject to affordability).
- Extra discretionary leave days between Christmas and New Year.

What colleagues say about working at CAfS

“It’s difficult to imagine a friendlier and more welcoming group of people committed to making a working environment that is comfortable and manageable for all”.

“Through CAfS I can help many more people cut carbon and live more sustainably”

“CAfS is an extremely friendly organisation, and everyone goes out of their way to make you feel welcome. Also, when you start, you are given a lot of support and a buddy you can talk to if you have any problems settling in.”

“I really like the fact that CAfS is a very democratic organisation. There is a lot of consultation about important decisions, and people are genuinely interested in what their colleagues have to say.”

“The work life balance CAfS offers is brilliant. Working hours are genuinely very flexible, and as working part-time at CAfS is the norm, there is no question of you being treated less seriously because you are not a full-time employee.”

“I can make a difference at CAfS”

“Starting a new job can sometimes be rather daunting... Even before my first day, I felt supported and the comprehensive induction and the warmth of the welcome meant that I quickly settled into my new role. Colleagues across the organisation have been incredibly supportive and there is great sense of a common purpose and an amazing team spirit.”

“I can reach my career goals and develop professionally”

Our organisational values

As we go about our work, we aim to exemplify our core organisational values of:

Evidence based

- ✓ ensure our plans and projects are informed by the best evidence available
- ✓ be transparent about who funds our work and our data sources
- ✓ collate and share evidence of the impact of our work
- ✓ keep up to date with relevant evidence produced by others
- ✓ continue to improve our monitoring and evaluation methods.

Positive

- ✓ communicate a clear vision of what is possible
- ✓ promote positive case studies, solutions, and co-benefits
- ✓ judge actions not people
- ✓ inspire activity
- ✓ highlight successes.

Collaborative

- ✓ share our knowledge and experience
- ✓ seek to work with a diverse range of partners
- ✓ establish what we can bring to a partnership – what gap we can fill
- ✓ focus on what would produce the best outcome for the environment
- ✓ go the extra mile
- ✓ help our colleagues.