

Job description

Job title: Creative Interventions Networks Lead	Unit: Operations
Reports to: Head of Operations (GPSA)	Location: Bangalore
Purpose of job	
<p>Regionally across South Asia to strategise, develop and build a new skilled Activist community from across India and Sri Lanka, with a focus on skills such as photo/video/aerial footage/editing, creative designs, community organizing and coordination, ocean enthusiasts (boats/kayaks/diving/swimming- ‘specific to Colombo’), hand skills, upcycling materials, tech- light and sound. This community should include artists, performers, influencers to integrate into all aspects of Creative Interventions, to help implement inspirational, innovative creative interventions and powerful storytelling. Assist in raising awareness and profile for the campaigns, by building a community of artists/activists/influencers who work with us to win campaigns.</p> <p>Regionally across South Asia to cultivate and develop links with Universities/Organisations/Creative agencies/Artists/Influencers and to foster their understanding of Greenpeace and its campaign structure and how the two can work symbiotically to be mutually beneficial.</p> <p>To contribute, as part of projects within campaign teams, support the Creative Intervention Campaigners with activist requirements as needed. Contribute to the development of the strategic and activist capabilities of the Operations Unit in order to achieve the annual programme.</p>	
Main duties	
<p>Activists/Artists/Influencers Network Building:</p> <ul style="list-style-type: none"> - To develop and build a new ‘skilled’ Activist community by recruiting 30 individuals (15- India and 15- Sri Lanka) from across Delhi/ Bangalore/Mysore/Colombo/Mannar and the locations our campaigns operate. - Build a strategy for the activist work and an engagement program for the activist community based on the campaigns which provide regular predictable opportunities to collaborate. - To focus on skills such as photo/video/aerial footage/editing, creative designs, community organizing and coordination, ocean enthusiasts (boats/kayaks/diving/swimming- ‘specific to Colombo’), hand skills, upcycling materials, tech- light and sound, including artists, performers and influencers. - To conduct 2 targeted training sessions to onboard them and association with GPSA (one in IND and one in SL). - To design and develop modules for the activist training keeping the Greenpeace values and programme goals at the core. - Organize 2 creative brainstorm workshops (one in IND and one in SL) in 2026 to foster bold experimentation, empowering the team to develop a culture of iterative learning. - Develop and test 4 innovative intervention methods in 2026, Prototyping with experts and activist community in creative workshops/activist training (Ideas for interventions and implementation will stem 	

from this exercise). For this test keep the focus on:

- Tech- Light and sound projections
- Photo - video/aerial footage- Land and water
- Upcycling materials
- Artist intervention- Art/performance/music/dance
- Creative design elements

Coordination:

- Be the main point of contact / support within the creative interventions team for activists, artists and influencers, as required.
- Be the main point of contact for the activists/artists/influencers. Manage incoming requests from the community and regular engagement. Develop open and supportive relationships with key activists to maximise their positive experience and relationships with the creative interventions team.
- Maintain a suitable activist database containing relevant information of key activists.
- Be responsible for the logistical planning, preparation, coordination and implementation of the creative brainstorm workshops and the activist trainings.
- Work closely with the cross functional project team, org support staff, other staff, FR as appropriate.
- Support the creative interventions team when more support is needed on the field based on your capacity and time availability, while managing your own work.
- Identify relevant vendors and coordination with them for arranging logistics of the planned workshops and trainings.
- Coordination with the global Greenpeace network specific to the role and as appropriate.
- Work closely with the cross function project team or any other programme relevant duties as and when assigned by the LM
- Manage budgets and expenses as required.

Decisions

- To develop and build a new ‘skilled’ Activist community
- To design and develop modules for the activist training
- Identify relevant vendors and coordination with them for arranging logistics of the planned workshops and trainings.
- Manage allocated project budgets
- Recruit, manage, engage, retain and train the activist community

To follow :

- Protocols and procedures established and agreed within Greenpeace South Asia.
- General Greenpeace Principles on Non-violence and Peaceful creative interventions.

Risks undertaken :

- Responsible for the external image of Greenpeace
- Responsible for all aspects of health and safety of all personnel involved

Contacts

List the **main** internal and external contacts that the job-holder has in their normal course of work and the main purpose of these contacts. *Exclude contacts with team members in own work unit.*

Internal :

- Creative Interventions Campaigners, Campaigners, Communications and Engagement team members are the cross functional team members.
- Finance and admin staff to organise budget, cash, admin support.
- All personnel possibly involved in the planning and preparation of a training, workshops and prototype testing.
- Warehouse manager/Unit head: discussion on all equipment and safety matters.
- Directors and members of SMT: As necessary
- Any GP staff needed for support
- Develop and maintain excellent relations with the Operations staff across global Greenpeace offices including International Marine Actions Division.

External :

- Any authority representative eg. govt officials, etc
- External contractors and freelancers
- Any vendors/suppliers/artists needed to accomplish the job
- Initiate, develop, lead and work with artists, influencers, ally networks, CSOs, volunteers, activists and partners

Resources

People :

- Accountable & responsible for the safety of Greenpeace staff, allies, activists, volunteers, contractors, artists, influencers and everyone else who associates with Greenpeace

Financial :

- Training/Project budgets and expenditure as directed by the Unit Manager/Project Leaders

Physical :

- Equipment to ensure best efficiency of training, workshops and testing as directed by the Unit manager.

Applied knowledge and skill

- Understanding based on considerable experience (3 years) in creative campaigning.
- Understanding of creative interventions
- Specific expertise in two or more of the following and ability to become expert in one other of the following: Stitching, Woodwork, Technology, Design, Photography/Videography, other Creative skills.
- Proven ability to innovate in relation to creative interventions

- Understanding of trends and technology
- Has networks with creative artists, influencers, performers, storytellers, people with hand skills, design knowledge- and is great working with people
- Ability to work collaboratively in teams drawn from a wide range of disciplines
- Is good with basic logistics and managing trainings, workshops and partnerships
- Can inspire and motivate activists and volunteers to campaign with us
- Able to work with minimal supervision and self motivation
- Commitment to Greenpeace values and principles

Organisation Skills

Planning and organising:

- Plan timescale, responsibility and budget for the preparation and execution of a training, workshop and any other kind of engagement as directed by the unit manager.
- Plan and organise training and workshops for groups as directed by the Unit manager.
- Ability to be self directed and to work well under pressure

Analysis:

- Develop strategy to build the activist network and engagement
- Prepare reports for the Unit Manager / Project Leaders as required
- Manage delegated budget.

Innovation:

- To lead, develop, test, plan, coordinate the activist community and support creative interventions
- To research and design new tools, techniques, and training for the activist network, including testing new methods and creative intervention and design techniques.

Working with others:

- Manage large teams of people who are external
- Ability to work effectively in a team environment
- Team leadership and management abilities

Work environment

Able to travel and spend time away from home; be prepared for any other required travel; able to work outside of ordinary working hours; be flexible, thrive and adapt to new challenging and changing environments.

Other essential requirements

Excellent physical mobility
 Fluent in English
 Fluent in one or more languages of India/South Asia
 Computer literacy in word processing, email, any internet uses.
 Artist, design, influencer coordination and communication skills
 Self motivated.

*Note: all responses should **exclude** participation in any voluntary actions or activities that are not formally part of the job.*

Job description: Guidance notes

Job title: <i>Avoid titles that are not commonly used in Greenpeace India. HR can advise on what titles are used for similar jobs and for similar levels in the organisation.</i>	Unit: <i>This should be the immediate work area/unit that the job-holder works in.</i>	
Reports to: <i>Enter job title of line manager.</i>	Location:	
Purpose of job		
This should be a brief description of one or two sentences, which should enable someone who does not know the job to understand its main purpose/why it exists.		
Main duties.		
List the main results that the job aims to deliver, rather than the detailed tasks. It should be possible to do this in less than ten bullet points.		
Decisions		
Where these are not already spelled out clearly in the section above, please specify: <ol style="list-style-type: none"> 1. decision-making: What activities, recommendations or decisions the job-holder is authorised to make without needing to refer to their line manager or others. (This does not exclude prior discussions with colleagues). 2. Operational guidelines/procedures: What guidelines or procedures the job-holder has to take into account in their work (e.g. operating procedures, legislation, codes of practice). 3. Risks: The types of risks the job-holder has to assess in making decisions or recommendations and the impact that these risks can have on the operations of Greenpeace (for example, the nature of impact on external reputation/credibility, operational efficiency, legal, financial, commercial, political risks). 		
Contacts		
List the main internal and external contacts that the job-holder has in their normal course of work and the main purpose of these contacts. <i>Exclude contacts with team members in own work unit.</i>		
Contacts: who (individuals, organisations or networks/alliances)	Frequency	Purpose and type of communication required (e.g. exchanging information, advising, persuading, negotiating)

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Resources: Describe here the job-holder’s level of direct or delegated responsibility for people, financial resources, assets, property or equipment.

- 1. People:** List the job’s formal responsibility for other staff, including both the job titles and approximate number of staff. Include accountability for the work of consultants, temporary staff and volunteers. Specify if the job has full line management responsibility or a delegated responsibility for supervision or allocation of work.
- 2. Financial resources:** If applicable, please state what direct or delegated responsibility the job-holder has for any budgets, income generation and or handling/monitoring financial resources.
- 3. Physical resources:** Describe any direct or delegated responsibility for acquisition, allocation, use, safe-keeping or maintenance of physical assets and virtual assets i.e. database, server data etc. (**excluding** normal use and safe-keeping of office equipment by all staff).

Applied knowledge and skill

Describe here the specific knowledge, skills and experience needed to do the job. Include any essential academic, specialist or technical qualifications as well as practical experience. **This should reflect the required experience that would be asked for when recruiting for the job**, which may not be the same as what the current job-holder actually has.

Exclude any general statements such as ‘needs excellent communication skills’ as this should be covered in the section on contacts. You may also find that other skills or competencies are covered under the ‘Organisation skills’ section below.

Organisation Skills This section covers a range of skills that Greenpeace requires in all jobs to a greater or lesser extent. For each heading, please provide a brief description and relevant examples.

Planning and organising: Include here examples of the type and timescale of planning and organisation required in the job, (whether planning and organising own work, the work/projects of others or for part of/the whole organisation).

Analysis: Describe the kinds of issues that the job-holder is required to analyse and/or resolve as a normal part of their job.

Initiative and innovation: Describe whether the job-holder is expected to initiate new ways of doing things. Give examples of where initiative or innovation is required.

Working environment: Describe here any exceptional physical or mental demands on the job-holder that are not typically expected in a normal office environment.

1. Physical demands: examples include working for prolonged periods in dangerous conditions which subject the job-holder to high levels of physical risk, or working in exceptionally unpleasant working conditions outside of a normal office environment.
2. Emotional demands: examples include where the job-holder is regularly subject to verbal abuse from members of the public, or where there the job holder is required to make high-risk decisions in fast-moving or physically challenging situations. This should **exclude** difficult working relationships with colleagues or the personal stress that an individual may feel in a busy office environment.

Other essential requirements

There is no requirement to put in anything here. It is included as it may be useful to capture information about the job that does not fit conveniently into the earlier sections e.g. the role requires a high degree of tact and confidentiality in dealing with sensitive personal matters, or there is a substantial travel commitment.

*Note: all responses should **exclude** participation in any voluntary actions or activities that are not formally part of the job.*