



Change our world for the better. Change yours too.

Energy Development Lead

Fixed term to 31st December 2026 | Salary: £ £40,000–£44,000 per annum (pro rata as applicable) | 35 hours per week | Based Forth Valley & The Loch Lomond and Trossachs National Park area

This is a fixed-term post, with the possibility of extension subject to future funding confirmation.

Interested in joining us? Fantastic!

Let us tell you what we're about, what we can offer, and what we're looking for.

If it sounds like you (and you like the sound of us), then tell us more about yourself: email us your CV and attach a short covering letter (500 words max) explaining why you'd like to work for us and what you'll bring to the role. Email us at, info@felscotland.org

Applications close Midnight **29/09/2025**. Interviews will be held between the 6th and 12th of October

Please refer to [FEL Scotland's 2030 Strategy](#) and our FEL Energy Futures

Who we are

At FEL Scotland, we help people, their communities, and the planet thrive.

We believe powerful change is possible—and each of us has a role in making it happen. From bikes to local food to reuse to renewable energy, our projects show how everyday action adds up to big impact.

Our approach is simple but effective:

- **Design** solutions with communities,



- **Test** what works in practice,
- **Scale** impact by sharing, replicating, and influencing policy.

Visit our website to learn more about us [FEL Scotland](#).

What we offer

- Competitive salary and attractive pension scheme
- Up to 35 days annual leave including bank and public holidays
- Flexible and hybrid working
- Generous family-friendly policies
- Professional development and training
- Volunteering opportunities and team days
- Access to cycle-to-work scheme, counselling services, and wellbeing support

(See appendix 1.0 for full staff benefits.)

What you'll do

As our Energy Development Lead, you'll take forward FEL Energy Futures feasibility project that will design a community-owned energy generation and reinvestment model across Forth Valley, you will:

- **Design:** Lead the feasibility study for 2–3 renewable energy sites. Work with communities, councils, housing associations, and anchor institutions to co-create solutions that meet local needs.
- **Test:** Translate technical, financial, and legal assessments into a delivery-ready business case. Develop governance and reinvestment models that tackle fuel poverty, grow green skills, and strengthen resilience.



- Scale: Share learning with Scotland's Climate Hub network and beyond—so our region's progress can inspire and shape national practice and policy.

You'll work closely with FEL colleagues, steering group, communities, and technical partners to ensure the project delivers on its vision of community-owned clean energy with real social impact.

(See the full job description in appendix 2.0)

What we're looking for

We're a diverse bunch at FEL and welcome applications from people of all backgrounds. What we all have in common is a commitment to climate justice, inclusion, and collaboration.

For this role, you'll bring:

- Experience leading complex, multi-stakeholder projects.
- Knowledge of community-owned renewable energy, governance, and funding.
- Strong engagement and facilitation skills.
- Analytical ability to translate technical and financial data into practical solutions.
- A passion for helping communities thrive through fair and sustainable energy.

And if you also bring experience of Scotland's energy framework, preparing investment-ready models, or exposure to pioneering community energy ventures? Even better.

Don't worry if you don't tick every single box—we know everyone brings different qualities, and we just might be looking for yours.

(See the full person specification in appendix 3.0)

What next?

If this sounds like you—and you like the sound of us—then apply by sending your CV and a covering letter (max 500 words) to info@felscotland.org by **29/09/2025**. Interviews will be held between the 6th and 12th of October



If you'd like to chat about the role or how your skills and experience might fit, get in touch: email emily@felscotland.org to arrange a call.

FEL is an Equal Opportunities Employer and a Registered Charity. We promote equality, diversity and inclusion in our workplace and actively encourage applicants from all backgrounds to apply for vacancies. We are particularly keen to hear from ethnically diverse and disabled candidates, who are currently under-represented in our workforce.

Appendix

1.0 Full Staff Benefits

We want our people to have good work-life balance, and that they enjoy work and continue to develop, so we offer:

Leave & Flexibility

- 20 days annual leave and 10 days paid Bank and Public holidays, plus one extra day for each year of service up to 5 years (max 35 days total).
- Hybrid and flexible working hours, including walking meetings.
- Generous family-friendly policies including enhanced maternity, paternity, adoption, parental bereavement, and compassionate leave.

Pay & Pensions

- Competitive salary.
- Pension scheme with 5% employer contribution.

Health & Wellbeing

- Access to counselling services and wellbeing support.



- Inclusive workplace culture, with active work on equality, diversity, and inclusion (e.g. participation in the Rainbow Mark initiative).

Growth & Development

- Personal and professional training opportunities.
- Quarterly team development days.
- Support for volunteering: up to 2 days paid leave annually for voluntary activities.
- Personal Development Plans and access to in house mentoring & training

Practical Perks

- Cycle to Work scheme (up to £1,500).
- Access to qualified bicycle mechanics for staff and families.
- Quality protective clothing and equipment provided where needed.
- Access to home energy advice, climate literacy, and active travel support

2.0 Full Job Description

Key Role Purpose

The Energy Development Lead will lead FEL Scotland's *Future Power* feasibility study, funded by the Energy Redress Scheme. This role will design a community-owned renewable energy model for Forth Valley, creating the groundwork for long-term, investable clean energy infrastructure with local ownership and lasting social impact.

Key Responsibilities

This role will:

Design

- Lead the feasibility study for 2–3 renewable energy sites, scoping technical, financial, and legal considerations.
- Facilitate inclusive co-design workshops with communities, local authorities, housing associations, and anchor institutions.



- Ensure the project is shaped by local needs and aligned with Scotland's policy and planning frameworks.

Test

- Translate feasibility assessments into a delivery-ready business case.
- Develop robust governance and reinvestment models ensuring surplus funds support fuel poverty reduction, energy advice, and green skills.
- Benchmark against leading UK community energy ventures to ensure best practice and innovation.

Scale

- Share the learning journey widely with FEL's Climate Hub partners and Scotland's community energy network.
- Document and present findings to influence policy and practice.
- Build strategic partnerships that create pathways for replication and future investment.

Other Responsibilities

- Report regularly to FEL's senior team, funders, and Board, ensuring delivery meets both charitable objectives and Energy Redress Scheme requirements.
- Act as an ambassador for FEL Scotland, promoting our values and strategy to 2030.
- Contribute to other FEL projects and collaborative initiatives as required.
- Ensure safe working practices and compliance with organisational policies.

Appendix 3.0 – Full Person Specification

We know not everyone will tick every box. If you meet most of the essentials and share our passion for climate justice and community empowerment, we'd love to hear from you.

Qualifications

- Degree or equivalent experience in sustainability, energy, community development, or related field (E).



Knowledge / Expertise

- Experience managing complex, multi-stakeholder projects (E).
- Knowledge of community-owned renewable energy structures, governance, and funding (E).
- Understanding of climate justice and just transition principles (E).
- Familiarity with Scotland's energy framework (planning, grid access, funding) (E).
- Experience preparing business cases or investment-ready models (E).
- Prior exposure to high-impact community energy models in the UK (D).

Skills / Abilities

- Strong facilitation and engagement skills with diverse communities and institutions (E).
- Analytical skills to interpret technical and financial data into practical models (E).
- Excellent communication skills, written and verbal (E).
- Strategic thinker with proven organisational and planning ability (E).
- Ability to build and sustain partnerships across sectors (E).
- Strong IT and data handling skills (E).
- Ability to work flexibly, meet deadlines, and balance competing priorities (E).

Personal Attributes

- Passionate about climate equity, community empowerment, and sustainable futures (E).
- Collaborative, inclusive, and committed to equality and diversity (E).
- Creative thinker, problem-solver, and proactive self-starter (E).
- Enthusiastic ambassador for FEL's values and mission (E)

E – Essential D - Desirable