

In the future, the Ecologic Institute will focus on selected thematic clusters in the field of sustainability. In this context, we are looking for a:

Programme Director (Nature+)

Full time at our office in Berlin, as soon as possible

The Ecologic Institute's Nature+ programme comprises highly motivated teams of experts for biodiversity, nature-based solutions, marine and coastal protection, agriculture and soils, cities and urban areas, and the Arctic.

The teams conduct research and work in Germany, Europe and worldwide on projects addressing all key issues relating to the conservation and use of natural and culturally shaped ecosystems, the application of nature-based solutions, the nature-friendly and climate-resilient development of settlements, the financing of nature conservation, and the legal protection of nature.

Are you a committed, renowned researcher with in-depth expertise in the aforementioned fields, several years of leadership experience and a clear commitment to managing a programme area strategically, financially and in terms of staffing?

If so, we look forward to receiving your application!

Your tasks:

- ▶ **Strategy:** You will be responsible for the strategic development and positioning of Nature+. You will identify relevant technical and market-related developments, as well as new business areas, at an early stage and, together with your team and the steering group, translate these into concrete initiatives.
- ▶ **Economic efficiency:** You are responsible for the sustainable economic development of the Nature+ programme and ensure that objectives, the project portfolio, capacity and the use of resources are in balance.
- ▶ **Acquisition:** You will manage business development for Nature+, work with the teams to prioritize relevant tenders and market opportunities, and coordinate the allocation of the necessary resources.
- ▶ **Communication:** You represent the Nature+ programme and the Ecologic Institute to the outside world, enhance the programme's visibility and foster strategically important relationships with the expert community, policymakers, donors, partners and networks..
- ▶ **Personnel responsibility:** You lead your team coordinators, ensure good cooperation within your team, with other teams in the institute and with the other programmes of the institute and you keep track of the knowledge and skills required for strategic expansion in the area of Nature+ in the context of personnel development and new recruitment.
- ▶ **Market and network development:** You continue to develop strategic relationships with relevant funders, clients and partners, and use these to identify new business opportunities.
- ▶ **Institute:** As a member of the steering group, you will share responsibility for the strategic, organisational and financial development of the Ecologic Institute as a whole.
- ▶ **Project work:** You will combine the management of the programme area with your own project work, project management and acting as the programme area's external representative.

Your profile:

- ▶ You have a university degree (master's or equivalent), ideally with a PhD in one of the relevant subject areas.
- ▶ You are a proven expert in the above-mentioned areas, you have published on these topics, and ideally also have a media presence as a specialist.
- ▶ Strategic thinking is your strength; you keep an eye on the big picture, and you can demonstrate corresponding successes in your professional development.
- ▶ You have a strong understanding of the political debate and research in your program area, as well as a vision of future developments.
- ▶ You are part of relevant German and European networks of potential donors and partners and are willing to contribute your connections to the further development of the Institute.
- ▶ You can demonstrate professional management experience in your career e.g. in a think tank, research institution, foundation, NGO, or a similar organization.
- ▶ You have many years of experience managing large teams, strong social skills, and enjoy working with different personalities – your management style is cooperative and characterized by communication and transparency.
- ▶ You are an excellent moderator, you have the ability to deal with conflicts constructively, and are able to create an inclusive, appreciative work environment.
- ▶ You have a sound understanding of business matters and are able to reconcile technical, strategic and business requirements when managing a programme area.
- ▶ You have excellent German and English language skills.

Our offer:

- ▶ You will work in a leading Think Tank with national and international focus for environmental policy that develops solutions to the most pressing environmental challenges of our time. You will work on a scientific basis and politically independently – in constant exchange with experts and decision-makers from politics, research, business, and civil society.
- ▶ In our international team, you will experience a pleasant working atmosphere in a flexible and family-friendly environment.
- ▶ You will work independently and autonomously with plenty of creative freedom for your topics, together with a highly motivated and professionally skilled team for whom collegiality and helpfulness are top priorities.
- ▶ We will support you and create space for creativity and further training opportunities to deepen your specialist knowledge and develop your professional skills.
- ▶ We offer you a permanent employment contract with adequate remuneration and a generous subsidy for the Deutschlandticket.
- ▶ In addition, working hours in our Berlin office are flexible with the option of working remotely. Work stays in other European countries are possible for 3 weeks per year.

Ecologic Institute:

As a private, independent institute, Ecologic Institute is dedicated to addressing relevant socio-political issues in sustainability research and incorporating new findings into environmental policy.

Founded in 1995, Ecologic Institute has a strong European and international network and is part of the [Ecological Research Network](#) and [Think Sustainable Europe](#).

Today, approximately 100 staff members work in international and interdisciplinary project teams.

More about us and our work you'll find [here](#).

Interested?

Please apply [online](#) attaching the following documents:

- EUROPASS CV or CV with a list of projects and publications
- Letter of motivation
- University certificate
- References

Deadline for applications: November 1, 2026

For questions, please contact our HR Manager Verena Stange via 030/86880-122 or per e-mail: verena.stange@ecologic.eu

Diversity in disciplines, backgrounds, and experiences strengthens research and society. We therefore welcome all applications. The only criteria for hiring are the job requirements and the qualifications of the applicants. We therefore ask that you refrain from sending photos with your application.