



JOIN THE LINE -UP

Surfers Against Sewage

Recruitment Pack

Campaigns Manager

February 2026

MEET OUR TEAM

Surfers Against Sewage
Recruitment Pack



Ocean health is vital to all of us, wherever we live. The food we eat and the water we drink. The places we work and play. The weather around us. The climate we depend on. Even the air we breathe. Society has been shaped by a healthy and stable ocean. For people to continue to thrive and live life to the fullest, the ocean must thrive too. The planet is at tipping point and change is needed now.

From a handful of activists to a nationwide movement over the last 35 years, Surfers Against Sewage has grown into one of the UK's most successful marine conservation and campaigning charities. 35 years on, sewage and plastic pollution remain huge threats to a thriving ocean.

We must therefore continue to grow our impact to change the systems which create these issues by putting profit over people, and which promote short-term thinking to solve issues with long term consequences.

The heritage of our organisation is anchored in the ocean. Yet our reach and influence now permeates communities



and institutions nationwide, from a programme of school engagement, through to supporting community groups to monitor and lobby for better protection of inland bathing waters.

In this decade devoted to the ocean, we will redouble our efforts and continue to mobilise and equip the biggest and most authentic community of ocean conservation campaigners and volunteers in the UK.

If this inspires you then please read on to find more about who we're looking for.

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THANKS FOR TAKING AN INTEREST IN OUR CHARITY!

As we move into a new strategic plan, I'm excited about applying the wisdom we've gained over the last 35 years to win on sewage and

plastic in the context of a new set of environmental, social and political challenges.

Our staff, volunteers, communities, and supporters make up our Ocean Activists; this is a powerful tribe which will continue to demand change and I remain optimistic that we will achieve it.

A handwritten signature in white ink, appearing to read "Ed Stewart".

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JOB DESCRIPTION

Surfers Against Sewage
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Role:	Campaigns Manager
Salary:	£36,419 - £41,170
Reports to:	Head of Campaigns & Policy
Hours:	Full Time, 37.5 hours
Contract:	Permanent
Annual Leave:	Starting on 25 days annual leave plus Bank Holidays

The Role

Are you passionate about tackling the threats to our rivers and ocean?

Could you bring your campaigning skills to secure a thriving ocean for thriving people?

The Campaigns Manager will develop and lead the delivery of highly engaging campaigns and activations on water quality, the ocean and climate emergency and ocean recovery. You will work with the SAS network of communities and beyond, supporting communities in building their power to successfully campaign on water quality, the ocean and climate emergency and ocean recovery.

The role will work closely with the Campaigns Manager focusing on plastic Pollution and with the wider Campaigns team; Policy and Advocacy, Communities and Comms teams to engage and motivate individuals and communities to join SAS in our fight for a thriving ocean and thriving people.

This critical role will deliver some of our most exciting, impactful and visible work – mobilising our supporters and the wider public, engaging and building the power of communities, to bring about local and systemic change.

At SAS we deliver both mass mobilisation national campaigns and grassroots community campaigns, and the Campaigns Manager will lead on both. The successful candidate will have proven experience of mass digital campaigning, using their creativity to engage audiences through innovative strategy and tactical execution and / or experience of community organising or community engagement.

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What You'll be Doing

In this role you'll:

- Develop and lead impactful SAS campaigns (across water quality and ocean-climate related issues), both online and offline, that mobilise the public, engage communities, and motivate our political targets to act.
- Producing clear campaign plans that deliver to organisational and project objectives, using a creative approach to maximise impact.
- Delivering well-designed distinctive campaigns, including innovative and creative campaign tactics, that drive real change – championing an audience and impact first approach to campaigns.
- In partnership with the Communities teams, devising and delivering engaging and accessible online and offline training, events, tools and/or campaigns that support community needs to power up local campaigns. This could include networking, capacity-building and knowledge sharing.
- Community engagement - building strong and authentic relationships within our core communities and beyond. This includes wider water user and surf communities.
- Develop strong working relationships with relevant stakeholders and key external figures – for example grassroots groups, third sector organisations, politicians, local businesses and local councillors - to collaborate on campaigning and advocacy work.
- Work collaboratively, leading cross-departmental project teams in a fast-paced and rapidly changing environment.
- Leading team to commission / produce and delivering all content and outputs identified as part of the campaign, including emails, petitions and social media content.
- Working closely with other teams to lead, plan and execute content strategies across social, web, email, and traditional media for campaigns.
- Identify rapid response campaigning opportunities in response to changing events or context.
- Managing day-to-day relationships with sub-contractors to produce design work, videos, imagery etc.
- Embedding monitoring, evaluation and learning on the impact of our campaigns into your work.
- Managing team budgets.
- Actively seek diverse inputs and inclusive approaches.
- Carry out any other duties as are within the scope, spirit and purpose of the post as requested by your line manager.
- Line Management responsibility

Location:

Due to the nature of some of the responsibilities of this role, the role will be based at our ocean-side office in St Agnes, Cornwall.

Our hybrid working model means you can enjoy the benefits of both office based and remote working, as you would be required to work a minimum of 2 days per week in the office.

Reasonable adjustments as well as specific office-based needs will be considered for those with long term health conditions and disabilities.

PERSON SPECIFICATION



For this role, you'll need:

- Experience in designing and delivering inspiring public campaigns, harnessing the power of individuals to bring about systemic change – ideally from a mission-led background, and/or experience in working alongside communities to power up their campaigns, harnessing the power of communities to bring about systemic change – ideally from a mission-led background.
- Well versed in the day-to-day running campaigns but also able take a strategic view.
- Creativity to develop purposeful, authentic, and daring campaign activations and launches.
- Excellent writer and communicator with experience of developing campaigns messaging and writing for email, social media and traditional media to drive engagement amongst target audiences.
- Strong project management experience that can be applied to a campaign context – understanding how to plan, schedule and brief work.
- Experience of people management, in a project or line management context.
- An external focus to identify opportunities to promote and advance SAS campaigns, and attract new audiences and supporters.
- Experience in using audience insights to develop campaign approach and strategy is desirable.
- Understanding of the opportunities and challenges that arise from working on campaigns across the whole of the UK, including in Scotland, Wales and / or Northern Ireland is desirable.
- Knowledge of environmental issues, in particular those relating to our rivers and ocean is desirable.
- A full, clean UK driving licence and willingness to travel within the UK, with occasional overnight stays

EQUALITY, DIVERSITY AND INCLUSION



Here at Surfers Against Sewage, we are not ones to shy away from the big topics. Equally, we are self-aware enough to realise where we have work to do.

We are setting ourselves ambitious but attainable targets and we recognise our engagement in Equity, Diversity and Inclusion needs a dedicated, organisation-wide strategy.

The impact of plastic pollution, water quality and climate change disproportionately affects marginalised communities, yet there is significantly lower representation in Ocean Activism from within these communities. We want to change that. Our aim to create Ocean Activists everywhere isn't a tag line, it's a mission.

We are all connected to the ocean, regardless of distance, age, gender, race, disability, sexual orientation or belief system. We want to help reconnect us all to the ocean, waterways, rivers, lakes and even the water we use in our homes and schools. It's all connected – let's protect it together.



And finally, even if you don't meet every single requirement and don't surf, here at SAS we are committed to building a diverse, inclusive and equitable workplace, so if you like the look of this role and even if your past experience doesn't align perfectly with everything in the job description, we would still like to hear from you!

You may be just the right candidate for this or other roles.



BENEFITS



What are the benefits to working at Surfers Against Sewage, apart from being part of an amazing, dedicated and inspiring

Flexible working hours and TOIL

We offer a flexible approach to working hours between 7:30am and 6:30pm, and we provide Time Off In Lieu when staff are required to work occasional evenings or weekends. Our contracts specify working hours, but we focus on outcomes over where, when, and how people work.

Hybrid & Home Working

Our roles are specified as either Hybrid working, with a requirement to come into the office a minimum of two days a week, or homeworking, with some travel to the office on agreed days (dependent on the role).

25 days of annual leave (pro rata), increasing each January up to 28 days, plus Bank Holidays.

For the last 3 years we have also been providing 3 additional days at Christmas, and we will continue this in 2025.

Access to confidential advice on mental health and wellbeing, as part of our Employee Assistance Programme.

SAS have partnered with Health Assured who are the UK and Ireland's most trusted health and wellbeing network. Their employee benefits programme is a suite of wellbeing services, offering you and your family a structured way to work through physical or mental health issues and financial.

Membership to Head Space wellbeing. Guided Meditation and Mindfulness

Four wellbeing days a year

Our mental health and wellbeing policy provides 4 wellbeing days a year, to use as a preventative measure.

Pension

5% (instead of statutory 3%) and will be regularly reviewed. Nest pension with ethical savings options.

Enhanced sick pay

8 weeks full pay and 8 weeks half pay

Enhanced maternity policy

Sabbatical policy

Giving the option for those with longer (>3 years) service to request sabbaticals or career breaks.

We also have an amazing office space for those based locally, overlooking the sea and with an invigorating headland walk, access to Trevaunance cove for swimming, or grab a surfboard from the rack and squeeze in a lunchtime surf. And best of all well behaved pets are allowed in the office, and we're pleased to provide never-ending Yallah Coffee for staff!

Many of the above benefits are noncontractual, and therefore can be changed without consultation. We are committed to creating an ever more progressive and open culture, and we believe the biggest benefit of working at sas is working somewhere that you can own your impact. We are also pleased to be able to offer a bunch of other great stuff alongside!





TESTIMONIALS



Hi, my name is Jacey and I am the Data and Insights Manager here at SAS.

I have worked for SAS for some time and have observed how the organisation has grown, and developed a great ethos on taking care their staff and providing as much flexibility as they can and understanding.

I, myself have taken a couple of wellbeing days this year which have proved invaluable, allowing me to recharge and decompress at a time I really needed to.



I'm Henry, the Policy and Advocacy Manager here at

SAS leading our political, policy and research work at SAS.

I am often out and about around the Country, petitioning parliament and attending events and the Surfers Against Sewage's Time off in Lieu Policy means that I can take my time back and recharge my batteries so I can continue to fight for our oceans.



'I'm a hybrid worker, so I really enjoy the flexibility of working from home and the days in the office with the ocean view. There's a fantastic focus on employee wellbeing with flexi hours, hybrid working, wellbeing days, the addition of annual leave days with each year worked at SAS, and even a sabbatical policy that's recently been introduced.

My role feels rewarding in the sense that the skills I've been employed for are valued and trusted to deliver on the role. There's a great culture of 360 feedback being welcomed at SAS too which always makes you feel like you have a voice.

Sophie, SAS'





VALUES

The ever-growing SAS community believes in staying connected with the ocean. To strengthen this bond, we live by six core values, that matter deep down, to us all.

01. COMMUNITY

We are a community of staff, volunteers, and ocean activists. We make sure we look after our community by nurturing and supporting, treating each other as humans:

With compassion, kindness and care.

02. PURPOSEFUL

We're serious, experienced, rigorous, determined and dedicated. We know the impact of people power and how our actions on the ground, and at the top, make a difference.

03. OPEN

We're passionate, down to earth campaigners with a deep, unrelenting love of the ocean. We believe in building diverse, inclusive and active communities.

04. AUTHENTIC

We're human, doing our best for the ocean that we all love and rely on. When we don't get things right, we learn from it. We believe in authenticity. You can't fake trust.

05. DYNAMIC

We're active, energetic doers. From the beachfront to the frontbench, we bring people together, empowering them to get stuck in and make real change happen.

06. DARING

We're creative risk-takers, willing to disrupt the status quo and show how being different makes a difference. We have edge and energy that we put to use, pushing back against norms and pushing forward a counterview of what's possible for our planet.

TEAM CHARTER

When you start at SAS, you will be provided with our Handbook and Team Charter, which we collectively created to set out expected behaviours and ways of working;
a manifestation of our values.



How to Apply

Please submit your CV and cover letter explaining how your skills and experience meet the requirements of the role to recruitment@sas.org.uk

You should receive an automatic email response after submitting your application. If you fail to receive this confirmation from us, please email recruitment@sas.org.uk or call us on 01872 553001.

Closing Date:

Sunday 22 March 2026

First Interviews Start:

Week Commencing 30 March 2026

We will work with you to accommodate any reasonable adjustments for interview.

