Pacific Institute
for Climate Solutions

MITIGATION IMPACT LEAD

Help shape climate policy in British Columbia

POSITION DETAILS

Position title: Mitigation Impact Lead

Location: University of Victoria, Victoria, BC and possibly elsewhere in B.C.

Reports to: Director of Policy and Research Impact

Term: Three-year full-time appointment (with possibility of renewal)

Salary: $90,000–$115,000 annually

Benefits: Comprehensive benefits plan, beginning with an extended health plan in year one

Application deadline: July 17, 2026 (position will remain open until filled).

ABOUT PICS

The Pacific Institute for Climate Solutions (PICS) is a multi-university climate institute encompassing British Columbia's four major research-intensive universities: the University of Victoria, the University of British Columbia, Simon Fraser University, and the University of Northern British Columbia.

PICS catalyzes and mobilizes research, partnerships, and knowledge that advance meaningful climate action. Working at the intersection of research, policy, and practice, PICS helps decision makers access evidence, expertise, and solutions that support a resilient, low-carbon future.

THE OPPORTUNITY

Mitigation Impact Lead will serve as a senior policy analyst and project manager within PICS' Decision Impact stream. The role will lead timely, evidence-based analysis of priority climate mitigation issues and manage the workplans, partnerships, budgets, timelines, and deliverables needed to produce practical, decision-ready outputs for policy and practice audiences.

This position is suited to someone who can both think analytically and execute effectively: scoping policy questions, synthesizing research and evidence, managing contributors, producing clear non-academic outputs, and ensuring projects are completed on time and with practical relevance for governments, industry, community, and other decision-making audiences.

KEY RESPONSIBILITIES

Senior policy analysis and advice

- Identify and scope high-impact mitigation policy questions aligned with PICS' strategic priorities and the needs of decision makers.
- Lead targeted policy analyses that integrate academic research, data, and applied evidence with real-world policy challenges.
- Maintain a strong working understanding of climate governance structures and policy development processes in B.C. and Canada.
- Translate complex research and evidence into clear, actionable policy insights for government, industry, community, and other non-academic audiences.
- Develop high-quality policy products, including policy briefs, explainers, issue notes, and decision support materials.

Project management and delivery

- Manage policy-impact funding calls and projects from scoping through delivery, including workplans, timelines, budgets, contributors, deliverables, approvals, and risk management.
- Cultivate strong working relationships with external partners in research, governments, and community decision-making networks.
- Maintain project documentation, decision records, and progress tracking to support accountability and impact evaluation.
- Work with PICS and UVic administrative staff to oversee project budgets, track expenditures, support financial reporting, and ensure compliance with administrative processes.
- Coordinate with internal teams to ensure synergies across PICS programs and occasional cross-organizational support beyond the immediate portfolio.

QUALIFICATIONS AND EXPERIENCE

This position requires:

- Five to ten years of experience in climate mitigation policy analysis, strategy, applied research, project management, or related roles within government, think tanks, consultancies, academic institutions, NGOs, or the private sector.
- A Master's degree or equivalent professional experience in public policy, political science, climate and environmental policy, economics, public administration, planning, or a related field.
- Demonstrated ability to conduct policy analysis, synthesize research and evidence, and develop clear, actionable findings for decision makers.
- Experience conducting and/or interpreting quantitative analysis (e.g. economic or emissions data) for policy implications.

- Demonstrated experience managing complex projects, including workplans, timelines, contributors, budgets, deliverables, approvals, and competing priorities.
- Strong working knowledge of climate mitigation policy, climate governance, and public sector decision making processes in B.C. and Canada.
- Experience developing products for non-academic audiences, such as policy briefs, explainers, presentations, op-eds, or decision support materials.
- Experience working with internal and external partners to define project scope, coordinate contributions, and deliver high-quality outputs.
- Strong written and oral communication skills, including the ability to translate complex research, policy, and technical information for non-specialist audiences.

Preferred qualifications:

- Experience collaborating with researchers and the academic sector.
- Experience working in or with government on climate, energy, economic, or regulatory policy and a deep understanding of the B.C. context and solutions space.
- Familiarity with one or more climate mitigation policy areas, such as buildings, transportation, electricity, industry, carbon pricing, climate accountability, or emissions reduction planning.
- Experience supporting equity-focused policy analysis, inclusive engagement, or respectful partnerships with Indigenous communities or organizations.
- Experience evaluating policy, research mobilization, knowledge translation, or decision-support projects.

TO APPLY

Please submit a cover letter and curriculum vitae through the PICS Careers webpage.

Review of applications will begin on July 17, 2026. **The position will remain open until filled.**

If you have any questions or concerns, please reach out to pics.careers@uvic.ca.

PICS is committed to fostering an inclusive, accessible, and equitable workplace and welcomes applications from individuals of all backgrounds and experiences.

To keep up with career opportunities at PICS, visit the PICS website: climatesolutions.ca/careers/

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