

Communications and Business Development Associate

Nordic Carbon Removal Association (NCRA) and Klimate

Location: Copenhagen (hybrid)

Time commitment: Full-time, split equally between the NCRA and Klimate

Salary: EUR 65,000 per year

Start date: As soon as possible / 1 November / 1 December 2026

About the role

The Nordic Carbon Removal Association and Klimate are jointly looking for a communications and business development associate to work across both organizations in a single full-time position. This is a unique opportunity to work at the intersection of climate policy and commercial carbon removal, covering both the advocacy and market-building dimensions of the Nordic CDR ecosystem from a single role.

You will be employed on one contract and will split your time equally between the two organizations, spending roughly two and a half days per week on each. In practice, the two roles are closely complementary: the NCRA focuses on advocacy, events, and membership, while Klimate operates at the commercial end of the CDR market, connecting corporate buyers with high-quality removal projects. Working across both gives you an unusually complete picture of the Nordic CDR landscape and the opportunity to build relationships across the full value chain, from policymakers and project developers to corporate sustainability teams and financial institutions.

You will be based in Copenhagen and work from Klimate's Copenhagen office, with regular travel to Brussels and across the Nordic region for events and stakeholder meetings.

The role reports functionally to the NCRA Secretary General for the NCRA portion of the work and to the relevant manager at Klimate for the Klimate portion, with regular joint check-ins to ensure alignment across both.

What you will do

Events Take practical and strategic ownership of the NCRA's and Klimate's events programs. This means designing event formats with clear objectives, identifying and inviting the right participants, managing all logistics from venue to invitations to catering, producing event materials including programmes and briefing notes, and ensuring every event has a communications plan before, during, and after. Events range from intimate closed-door roundtables with EU Member States to the annual general assembly and public-facing conferences. You will also identify the highest-value external events for NCRA and Klimate representation and support participation in those. You will occasionally represent Klimate and the NCRA at select external events, at the organization's discretion.

Membership and business development Identify and approach prospective NCRA members and Klimate clients across Nordic corporates, project developers, financial institutions, and enabling organizations. Manage the outreach process from initial contact through to membership or client conversion, including preparing materials, following up on leads and invitations, and maintaining a structured pipeline of prospects. Support the NCRA Secretary General in relationship management with existing members, identifying opportunities to deepen engagement and increase member value. Support the the Klimate commercial team in managing existing client relationship, identifying opportunities to deepen engagement and increase client value. Represent the NCRA and Klimate at external events and networking occasions, actively building relationships that translate into new members and clients.

Communications and social media Own the NCRA's LinkedIn presence and draft posts in connection with policy developments, events, and member news. Support the production of the monthly newsletter, press releases, and other external communications. Maintain and develop the NCRA website. Contribute to and own elements of Klimate's LinkedIn presence and draft posts in connection with policy developments, events, client case studies, and other relevant news. Support the team in the production of newsletters, client announcements, reports and white papers, and other external communications. Communications is a supporting function in this role rather than the primary one, but the ability to write clearly is essential.

Key skills

- Practical events organizer, able to manage complex logistics across multiple simultaneous events without losing sight of the strategic purpose of each
- Strong interpersonal and networking skills, with the confidence to reach out cold to senior stakeholders and represent the NCRA and Klimate credibly
- Clear and efficient writer in English, able to translate information into accessible communications quickly
- Organized and detail-oriented, able to manage multiple workstreams and deadlines simultaneously
- Fluency in English required; Scandinavian language skills a strong advantage

Experience and education

- At least two years of experience in a role combining at least two of the following: events management, membership or business development, communications
- Demonstrable track record of organizing events with a strategic dimension, ideally in a policy, membership, or advocacy context
- Experience in outreach and relationship-building with senior stakeholders, whether in a sales, membership, or partnership development context

- Experience working with or for a membership organization, trade association, think tank, NGO, or policy-facing institution is a strong advantage
- A background in communications, political science, business, environmental studies, or a related field
- Prior knowledge of carbon removal, carbon markets, or climate technology is a plus, but not a requirement

Profile

You are energetic, organized, and genuinely enjoy meeting people and making things happen. You are as comfortable designing a workshop programme as you are calling a potential client or member and you are comfortable being on the ground, helping to make things happen. You write well and think editorially, but you do not spend most of your time at a desk: you are out building relationships, filling rooms, and making sure that every event and every conversation moves the mission forward. You are based in Copenhagen and are looking for a role that combines real responsibility, exposure to high-level policy and business conversations, and the chance to grow with two organizations that are building something meaningful in one of the most consequential fields in European climate action.

About the Nordic Carbon Removal Association

The Nordic Carbon Removal Association is the voice of the Nordic carbon dioxide removal sector. Our mission is to drive strong and sustained demand for and supply of high-quality carbon removal in the Nordics while fostering a globally competitive Nordic CDR industry.

About Klimate

At Klimate, we enable companies pursuing real climate action to take responsibility for the emissions they can't avoid. The world talks a lot about net-zero, but most companies struggle to know what to do once reductions are no longer enough. That's where we come in. We are a science-led business with real experts guiding companies through the world of carbon removal and how they can safely invest in taking CO₂ out of the atmosphere. Our solution combines expertise, guidance and software to help companies understand what's real, what works, what it costs, and how to do it credibly.

Founded in 2020, we are now a tight-knit team of just over 20 people from 13 nationalities united by a passion for scaling solutions to the climate crisis. We move quickly when it matters and focus on sharing ownership along the way. Besides working in teams we enable that ownership in squads making it possible for all employees to lead areas, they are passionate about. We value deep collaboration and working side-by-side in our central Copenhagen office, from where we support leading clients including Storebrand, Nykredit, Dalberg, and many others.

You can get to know us a bit better on our [website](#) or on [LinkedIn](#).