



SUSTAINABILITY MANAGER - SURFANA FESTIVAL

ABOUT SURFANA FESTIVAL

Surfana Festival is the ultimate surf festival located in the dunes of a national park by the Dutch ocean. The Festival features an international music lineup, 60+ workshops, and a passionate community of volunteers. We embody nature, community, and creativity, offering a weekend of unforgettable experiences.

Are you a passionate advocate for sustainability in events? Do you thrive on innovation and want to lead us on a journey toward a greener festival? Are you organised, goal oriented and interested in making a difference? If you might just be the right fit for the festival's **Sustainability Manager**.

KEY RESPONSIBILITIES

Surfana Festival, rooted in a passionate surf community, is committed to becoming a circular and climate-neutral event. We are seeking a Sustainability Manager to work with the Festival Director and Manager in driving our sustainability strategy. This role involves embedding responsible practices into every aspect of the festival, guiding planning and production while fostering a deeper understanding of sustainability among our team and partners. Following a three-year plan, you'll set measurable goals, onboard like-minded partners, and manage a robust zero-waste program. You'll also lead data-driven impact analyses and engage local stakeholders to implement sustainable practices, while crafting campaigns to promote environmental awareness before, during, and after the festival.

As Sustainability Manager, you'll oversee waste management systems, reusable practices, and procurement policies for stakeholders. Utilizing tools like the Travel Tracker, you'll monitor CO2 emissions and collaborate on innovative solutions to minimize environmental impact. You'll manage and refine the festival's transition plan toward climate neutrality and circularity, ensuring progress aligns with goals, fiscal responsibility, and budget considerations. Additionally, you'll compile an annual Sustainability Report to highlight achievements and challenges, ensuring alignment with Surfana's long-term vision. This role is ideal for a proactive individual ready to embrace challenges and create meaningful environmental change.

YOUR PROFILE

- Passionate about sustainability with a drive to innovate and inspire.
- Imaginative, Independent, solution-oriented, and not afraid to take the initiative.
- Experience in event production or sustainability is a plus, with a willingness to learn.
- Proficient in Google Workspace, Excel, and project management tools.
- Strong organisational skills and comfortable engaging with partners and volunteers.
- Excellent communication skills
- Eager to learn and grow through action
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WHAT DO WE OFFER

- A young, dynamic team passionate about festivals, music, nature and sustainability.
- Freedom to bring your ideas to life and grow your skills.
- Flexible working: 1 day a week from February to October, full time during build up, show days and breakdown of Surfana Festival (10-17 September)
- An inspiring work environment between the dunes or our cosy office in Haarlem.

Heads up: This is a voluntary position with a small financial contribution.

Ready to make a difference? Send your CV and motivation letter in english to maya@surfana.com. *This Vacancy is open for applications until the 11th of January.*

SAVE THE DATE: Surfana Festival 2025 – 12, 13, 14 September

Learn more about us at surfana.com/festival.

Watch our [aftermovie](#) and get excited to make a difference with us.