



global witness

**Director of
Campaigns**



Starfish

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Introduction from the Chief Executive

Dear applicant,

I'm really excited to see that you're interested in working with Global Witness as Director of Campaigns.

For over 25 years, we have fought to end environmental and human rights abuses driven by political elites and predatory companies. Through our bold and hard-hitting investigations, campaigning and advocacy, we have catalysed change across the world to challenge the systems that enable these harms.

Right now our work is needed more than ever. We are facing a crisis: the climate is being destroyed and civic freedoms are deteriorating. Rampant abuse of power is pushing the world to breaking point as big corporations go unchecked in their exploitation of people and the planet, with governments complicit or turning a blind eye.

Land and Environmental activists continue to face increased threats and violence for defending their homes and our planet. Protecting the environment is not a crime and we must continue to fight for environmental justice and safeguard human rights.

But, we can't do this alone. It is only through actively working alongside campaigners, civil society groups and others that we are able to take on some of the most powerful players that are propagating corruption, human rights abuses, and environmental destruction.

Everyone who works at Global Witness is a social justice advocate. We are all determined and confident that we can secure a better tomorrow for everyone. As Chief Executive, this is one of the things I'm proudest of. I believe this is a genuinely special place to work.

So if you are interested in joining us as we continue to investigate and expose abuses of power, tell the stories the world needs to hear, and alongside grassroots partners, campaign for systematic change, I would welcome hearing from you.

Mike Davis
Chief Executive Officer



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Diversity and Inclusion

While we've achieved significant change in our 25 year history, we know we haven't always got this right and sometimes our work has propagated racism and legacies of oppression.

In recent years, we have taken steps to overcome this by developing partnership with allies working on the ground and creating job roles which are dedicated to more inclusive, supportive and less exploitative relationships with our partners. We have built structures to give Black, indigenous and people of colour (BIPOC) voices a platform in our media and communication outputs. Internally, we have been working with Fearless Futures to implement organisation wide training.

But we know we need to look much harder at ourselves. The first step has been to recognise that we are part of the problematic disconnect between striving for a better world and continuing to operate in a way that does not confront the status quo. We talk about 'exposing the facts' and 'changing the system' but the reality is we must do more when it comes to racial injustice. This has started with our [commitments to racial justice](#).

Our commitments to racial injustice

- 1. Diversity & Inclusion accountability:** At the moment, Diversity & Inclusion work is done in the (very limited) spare time of a group of dedicated individuals, alongside their day job. To improve internal practices and build more safe spaces, we will allocate time and resource within job roles for the creation of a formal mechanism to hold management to account on diversity and inclusion programmes.
- 2. Safe spaces:** We know how important it is to create private, accessible and comfortable spaces within an organisation so that staff are supported, able to express themselves freely and be heard. Speaking out on racism and micro-aggression should never leave an employee feeling like their reputation or career is at risk. We will conduct an internal review on how best to create more safe spaces internally and look to implement at least two clear safe spaces for staff of colour and minority groups by the end of the year. The highest priority is strengthening safe spaces for Black staff.
- 3. Recruitment review:** We will also carry out a broad review into the end-to-end process of our recruitment. This will include how the language used in job posts and where we advertise may be stopping us from reaching a truly diverse pool of potential candidates. Going forward, all interview panels will have at least one person of colour on them, and that person will be supported by HR at all times to ensure their voice is heard.
- 4. Campaign successes:** Our campaigns are formed to tackle the root causes behind environmental degradation and associated human rights abuses – leading us to investigate and expose problematic behaviour of companies and governments globally. We know that we are often working on the same issues as local partners or local communities and that we must do more to ensure that our investigations and campaign goals are formed with these partnership and communities in mind. We should be reporting on how well a campaign includes local partners, how it amplifies voices, and how it supports the advocacy goals of local communities.



Our Campaigns

At the start of 2019, we started a strategic planning review. We wanted to see how we could re-focus and re-purpose our efforts toward tackling the two biggest challenges facing the planet: the climate emergency and breakdown of democratic space. This has resulted in the following strategic campaign priorities:

Our forests campaign. We have two teams, one focused on advocacy and one on investigations. They work together to focus on cutting funding to major agribusiness industries driving forest destruction, including beef, soy and palm oil, by making it a reputational calamity or even illegal for banks and investors to finance them. We've started to see impact with reports like Money to Burn influencing the public narrative around deforestation and our advocacy shaping the thinking of bodies like the UK government's climate change body, the Global Resources Initiative.

Campaign to protect Land and Environmental Defenders. This team tracks the murder of Defenders and brings the perpetrators of violence to justice. The team are transitioning beyond our well known annual report to a campaign aimed at changing the practices of industries like agribusiness that are most complicit or even instigators of violence.

Stop the oil and gas industry escalating the climate crisis by making us dependent on gas. This campaign seeks to expose corporate capture by the gas industry of political processes. It will start in the EU but scoping is already underway in the US. Our ambitions are to roll back the gas dependency will begin in Europe and will target particular EU funding vehicles that use taxpayers' money to prop up gas infrastructure projects.

Campaign to **strengthen natural resource governance and anti-corruption norms and standards** so that they are fit for purpose and lead to accountability for predatory companies. This campaign will build on our history of strengthening natural resource governance and fighting corruption in countries that are rich in natural resources but where people are not getting the benefits of this wealth. This is a new team.

We then also have two smaller, but really vital incubator campaigns:

Tackling Digital Threats to Democracy. This campaign aims to create a world where social media companies and Big Tech are forced to operate to higher transparency standards, where hate and discrimination are not able to flourish unchecked, and where power cannot be bought through the proliferation of misleading information that can have major democratic consequences. We are launching this campaign with a short menu of policy asks which we see as a fundamental starting point to a total overhaul to the way digital platforms operate. At this point, our primary jurisdictional focus is the EU, followed by the UK.

The **ensuring corporate accountability for environmental and human** rights abuses campaign will look at advancing a cutting edge strategy for corporate justice, improving company behaviour and holding those entities acting with disregard to the environment and human rights to account. This work is starting in Europe where we will be looking to build on opportunities created by the Brussels office and various campaign teams to shift the debate amongst EU policymakers.



Our Values

Courage

We want to contribute to solving the biggest problems in the world today, but we know this will take courage.

Kindness

We are all collectively committed to creating a world that is kinder and more equal.

Inclusion and belonging

We recognise that inclusion and belonging is something we need to collectively embrace. We know we have some way to go before Global Witness is truly inclusive and diverse in the way it works and as a place of work.

Collaboration

We need to be more honest and reflect about what we can achieve alone and do more to build fair and equal partnerships internally and externally.



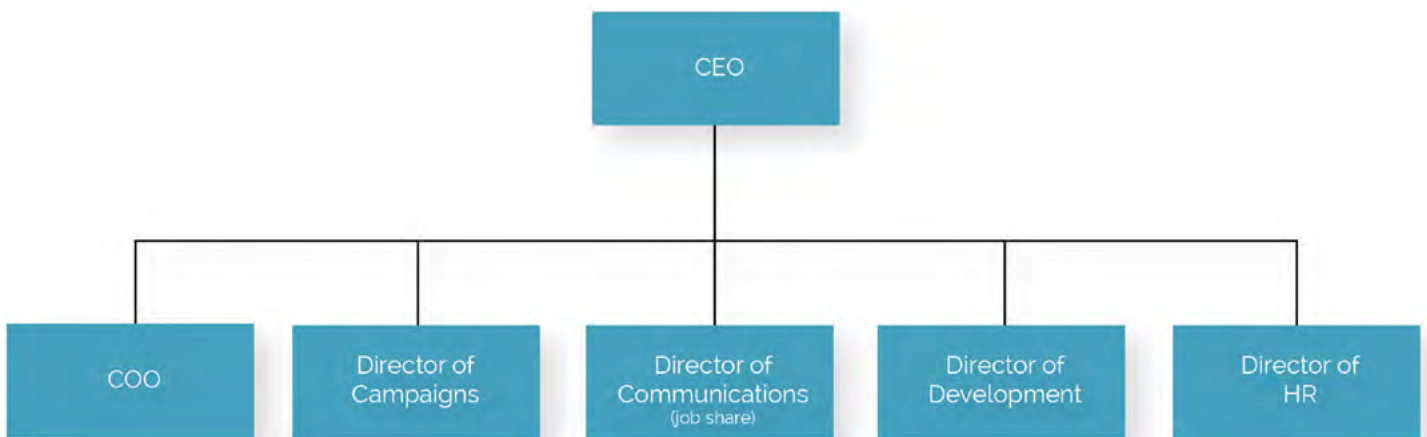
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How We Work

Global Witness has 95 employees based across three offices in London, Brussels and Washington D.C., as well as in Beijing.



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About the Role

Reports to the CEO. Line manages: 5x campaign leaders, Head of Brussels Office and China Programme Leader.

Role summary

To provide direction and strategic leadership to our campaign teams. Be an active and effective member of the senior leadership team setting organisational direction, ensuring financial sustainability, creating a great place to work and ensuring that those who we work with experience the best of us.

Key responsibilities

Organisational leadership

- Provide campaign strategic leadership to Global Witness in collaboration with the CEO.
- Manage organisation risk (reputation, legal, financial, people and security).
- Exhibit strong leadership leading by example.
- Work with the CEO and Leadership Team to develop a supportive working culture.
- Witness to collectively deliver our strategy and aims.
- Proactively scans the external environment, brings in best practice approaches from outside the organisation.
- Represent Global Witness' work to and build our profile with media, decision makers within high level and expert circles.
- Develop, build and maintain strong working relationships with a broad range of external stakeholders.

Campaign leadership

- Provide intellectual leadership and direction to campaigns and ensure that campaign strategies achieve global impact and change.
- Ensure investigations, advocacy and policy outputs are of the highest quality and achieve maximum impact.
- Build Global Witness' external profile.
- Provide high level support and guidance to campaign leaders to implement campaign strategies, undertake campaigning tactics and identify opportunities for cross campaign collaboration, synergies and learning.
- Build cohesion (effectiveness, impact, collaboration and learning) across the campaign teams.
- Ensure consistent standards are applied across our campaign teams and work.
- Enable a culture of learning, through regular learning and review sessions.
- Support the development team by representing our work to funders.

Management (people, finance and resources)

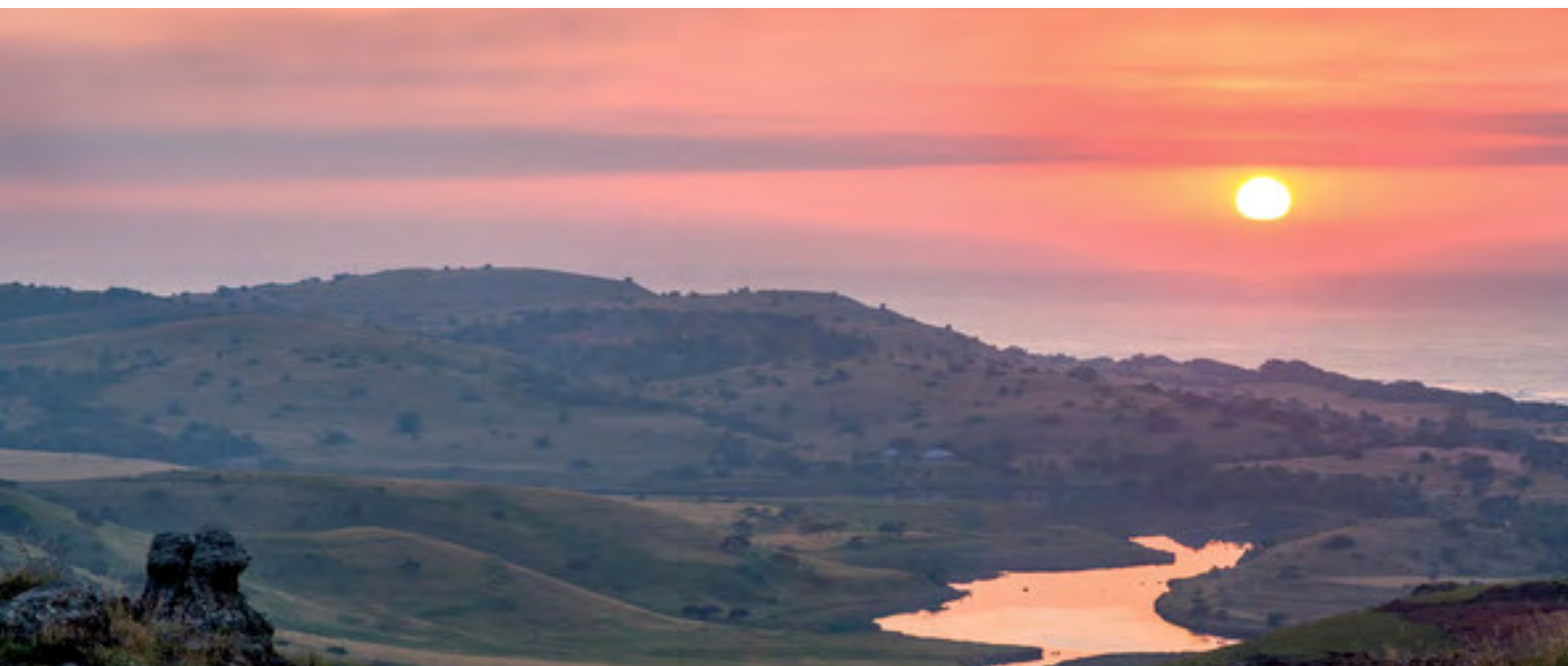
- Develop and support campaign leaders to function as a cohesive and collaborative group.
- Provide leadership, management, support and direction to all line reports.
- Ensure direct reports are exercising effective budget management.
- Accountable for the performance, behaviour and standards of yourself, your direct reports and the organisation – ensuring that the culture in the campaign teams reflects that of Global Witness as an organisation.
- Ensure that Global Witness attracts, retains and develops a broad and diverse range of talent.



Person Specification

Skills, knowledge and behaviour

- Significant experience as a successful leader and campaigner who has achieved change through international advocacy.
- Creates a culture of team working, where people feel empowered, respected and valued and accountable for the work they do.
- Excellent understanding of global political, social, economic, human rights and environmental issues in Global Witness' area of work; ability to identify the implication of global trends relevant to the current and future planned work.
- Excellent analytical and problem solving skills, in particular to simplify complex problems and processes.
- A strategic thinker with the ability to make things happen, both personally and through others.
- A proven collaborative and cooperative approach to achieving goals and objectives.
- Recognised ability to develop, build and maintain effective working relationships with a diverse range of internal and external stakeholders.
- Displays an open and transparent approach to leadership and communication, using judgement to determine how and when information is communicated.
- Encourages feedback and challenge and acts as a role model for this.
- A commitment to and ability to role model Global Witness' values.
- Experience of delivering and managing change.
- Ability to work at pace and manage ambiguity.
- Displays the ability to work in a fast paced, complex environment with competing priorities, make sound judgements and take accountability for these.



Terms of Appointment

Salary

The salary for this role is £90,201 on a full-time permanent basis.

Location

Our London office is based in Bethnal Green although due to COVID-19 we are currently all working remotely, and it is unlikely we will return to our offices in 2020.

Pension

We contribute up to 7% depending on length of service.

Annual leave

25 days annual leave (excluding public holidays).

Working hours

We pride ourselves on facilitating flexible working where possible. This includes options to work from home, work part time or job share.

Additional benefits

- Free health insurance.
- Interest free loans on season tickets.
- A tax-free cycle to work scheme.
- Family friendly policies.
- An extra two days leave per year to volunteer for a cause that is important to you.



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How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Katy.Giddens@starfishsearch.com or Mark.Crowley@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/global-witness-director-campaigns/> and click on the apply now button, with the following prepared:

- Your CV (no more than three pages).
- A supporting statement (no more than two pages) that sets out why you think this role is the right move for you and how you meet the skills, knowledge and behaviour criteria.

Closing date 9am, Monday 9th November 2020

Preliminary interviews with Starfish w/c 16th November 2020

Agreement of the final shortlist End w/c 23rd November 2020

Interviews with Global Witness w/c 7th December 2020

If you have a disability and would prefer to apply in a different format or would like us to make reasonable adjustments to enable you to apply or attend any interview please let us know.

This is clearly an extraordinary time but we are committed to making this as easy as possible for candidates. Interviews will take place virtually and someone from the Global Witness interview panel will contact shortlisted candidates prior to the interview to introduce themselves.



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