



GLOBAL DIRECTOR
OF STRATEGIC
DELIVERY



Starfish

WELCOME

Dear Candidate

Welcome!

Thank you for your interest in our Global Director of Strategic Delivery. This is a new role for World Animal Protection, which comes at an exciting time in our journey as we launch our bold new ten-year strategy that calls for systemic change to finally put an end to animal exploitation and ensure farm animals live good lives.

For more than 55 years, World Animal Protection (formerly WSPA), has moved the world to protect animals. We are a global organisation with 14 offices all over the world. We run global campaigns that cut through the heart of governments and institutions, calling for lasting change to animal welfare legislation, while delivering highly effective programmes in the wild and with communities who rely on animals to live.

Over the next ten years we will seek to overturn the entrenched global systems that cause so much suffering and anguish to animals. We will take action to reverse the direction of these systems permanently, ending the animal abuse within them. The Global Director of Strategic Delivery is critical to help us achieve this.

As a member of the Global Leadership Team, you will lead on the design and delivery of our global strategy, uniting and inspiring our country teams around the world towards the same shared goal. Leading a team of Country Directors, you will establish robust and insightful performance metrics that empower us to effectively monitor our impact and deliver on our ambitions, while developing a diverse and passionate workforce.

We are looking for an experienced strategic leader with sharp commercial awareness and broad knowledge of fundraising, campaigns and operations, ideally in an INGO context. You will bring an awareness of the context in which we operate and can translate global strategy into local implementation, taking into account different cultures, policies and practices in each region. Inspiring, energising and bold, you will know what it takes to get the best out of people and will ensure that our values are embedded at every level throughout our organisation.

We're excited about the impact we plan to have and the difference we want to make. If you're passionate about what we do, looking to work in a highly effective campaigning organisation with huge ambition and confident that your expertise matches our leadership approach, we're waiting to hear from you.

We are World Animal Protection and we move the world to protect animals.

Yours faithfully

Steve McIvor
Chief Executive



ABOUT US

Our vision is a world where animals live free from cruelty and suffering.

Our mission is to create a better world for animals

- We end the needless suffering of animals
- We influence decision makers to put animals on the global agenda
- We help the world see how important animals are to all of us
- We inspire people to change animals' lives for the better
- We move the world to protect animals

What we do

We are a global organisation, with 14 offices all over the world and millions of supporters.

We've been protecting animals from needless suffering for more than 50 years. From the frontlines of disaster zones to the boardrooms of large corporations, we are fighting to create better lives for all animals.

Thanks to our incredible supporters, we've achieved amazing things.

Why we exist

Our vision is a world where animal welfare matters, and all animal cruelty has ended.

All over the world, animals are suffering needlessly:

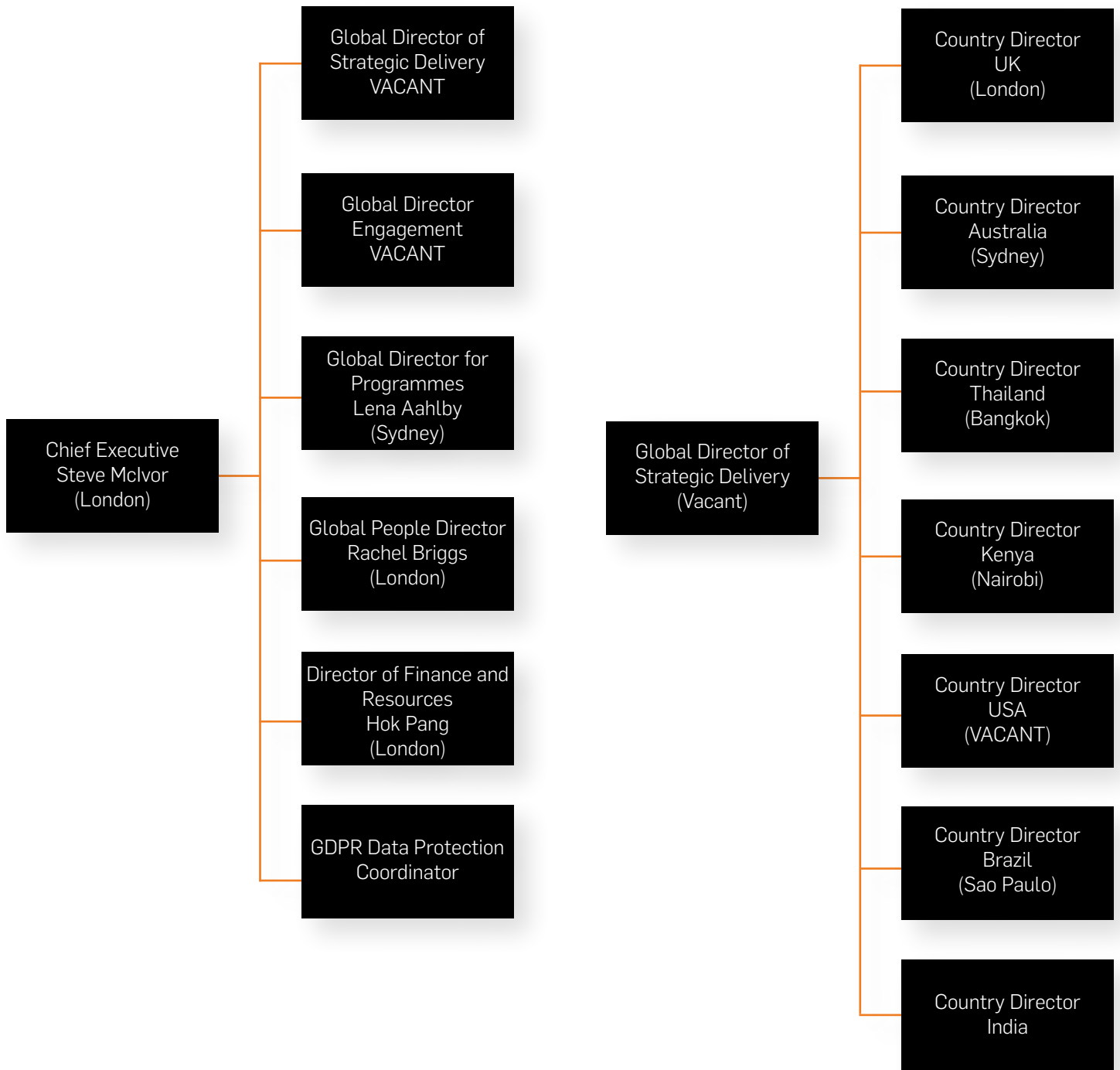
- Bears, elephants and dolphins torn from the wild and forced to perform
- Pigs and chickens in their billions enduring the relentless cruelty of industrial farming
- Dogs killed en masse because of our fear of rabies

There is a vital relationship between people and animals – because a sustainable future for the planet can only be achieved if both animals and people are part of the solution.

Together, we can move the world to protect animals.



OUR STRUCTURE



OUR GLOBAL STRATEGY

Over the next 10 years we will seek to overturn the entrenched global systems that cause so much suffering and anguish to animals. We will take action to reverse the direction of these systems permanently, ending the animal abuse within them.

We will elevate animal welfare to become a priority issue of global importance. We will shift public perception so that animals are no longer considered mere commodities, showing that ill treatment and destruction of animal habitats are inextricably linked to our own wellbeing.

Active, growing movements around the world are proving that people are no longer satisfied with piecemeal, short-term solutions. More and more people are demanding change to the global systems that are the root causes of inequality and suffering.

We will never have a greater opportunity to transform the entrenched systems that fuel the very worst animal abuse.

Our new 2021-2030 strategy urgently addresses this. You can read it in full [here](#).



OUR VALUES

We are creating a culture that inspires and motivates our employees to do everything in their power to move the world to protect animals. This starts with our global values and behaviours, that together we will live by in the ways we behave and work together.



GLOBAL

We make decisions and act with a global mindset



DIVERSE AND INCLUSIVE

We actively encourage and promote diversity, ensure all voices are heard and included and are committed to equal opportunities for all



COLLABORATIVE

We work together and co-create to achieve lasting change



AGILE

We make change happen in a fast-moving world



GROWING PEOPLE

We continually learn and develop



ACCOUNTABLE

We are role models. We take responsibility for our actions and encourage others to do the same



COURAGEOUS

We push boundaries, take risks and set ambitious targets

JOB DESCRIPTION

Job Title: Global Director of Strategic Delivery

Location: Flexible

Reports to: Chief Executive

Grade: 13

Reportees: Country Directors

Role Type: Global

Main Purpose of the role

The Global Director of Strategic Delivery is a new role on our executive team with primary leadership responsibility for the development and implementation of an organisation-wide delivery strategy.

Working across the breadth of our mission, the Global Director of Strategy Delivery will enable the organisation to work collaboratively at a global level to institute systemic change through a clear delivery focus and an integrated and collaborative approach which balances the need for global consistency with the specific needs and requirements of countries and local contexts. This role will ensure that we have the capacity, capability and functional effectiveness to achieve our goals, especially in relation to our Fundraising and Campaigns strategies by ensuring seamless and integrated delivery that will meet our business plan objectives and ultimately lead to impactful change to the global systems that cause such widespread suffering to animals across the globe.

This role is focused on providing clear organisational leadership and embedding a high-performance culture, especially in relation to strategy delivery and realisation across our Country Office network.

Accountabilities

- The Global Director of Strategic Delivery is ultimately accountable for unifying and leading our global delivery strategy, including its design & development, and for ensuring commitment to delivering our mission and strategic objectives in ways consistent with our mission, our global identity and our core values.
- The role holder will work with the Global Leadership Team and key functions to help align the organisation and embed a high-performance culture which will ensure successful delivery of our ambitious 2021-2030 strategic goals.
- The role will focus on organisational performance and delivery, primarily through our country offices, and will lead a global team of Country Directors to ensure that the global strategy is delivered in an integrated and aligned way with full consideration given to local and regional cultures, practices and opportunities.
- The role holder will model the organisation's agreed values and behaviours to the highest standard and hold both themselves and others to account in doing this.
- The role holder will comply with the organisation's policies and procedures.

Duties and Responsibilities

- Develop and implement a strategic delivery process that creates and embeds synergy, connection and alignment across the breadth of all mission-related deliverables.
- Lead the delivery of our global strategy, ensuring that all teams, mechanisms and metrics are inspired, aligned and delivered with clear focus on seamless delivery and maximum impact.
- Translate global strategy into local implementation ensuring commitment to delivering our mission and strategic objectives in line with our global values and behaviours.
- Develop a knowledge & insights-led organisational approach, informing all aspects of mission delivery and strategy development.
- Lead the delivery of a coherent approach to business planning to drive towards higher performance, focused prioritisation and open transparent communication.
- Ensure organisational priorities and objectives are being met through a regular and transparent performance management regime which facilitates organisational learning, adaptation and agility.
- Provide leadership, motivation and guidance to all Country offices to ensure effective collaboration, alignment and delivery of the defined operational and strategic outcomes through our operating model, and ensure that insights gained through the Country offices are used to inform practice and strategy.



JOB DESCRIPTION

Duties and Responsibilities continued...

- Ensure that we have the required capacity and capability within our Country Office network to successfully deliver our organisational strategy and put in place proactive plans for development where required.
- Take the lead global role in exploring the feasibility and, where deemed necessary, the establishment of relevant operations to extend the impact of our work in territories where we do not currently have representation but which are critical to the success of our strategy.
- Work with the Global Leadership Team to lead the delivery of global business planning and, through proactive partnership with the Finance & Resources Directorate, ensure an aligned budget planning process that together will drive toward greater performance, focused prioritisation and open and transparent communication.
- Contribute as part of the Global Leadership Team to strengthen relationships, collaboration and prioritisation plans serving as a key partner, relationship builder and leader.
- Liaise with senior managers across the organisation to ensure that strategic delivery achieves the objectives of both the Growth Strategy and the Campaign Strategy.
- Ensure the global development policies and procedures are effective and in place.
- Ensure that effective and relevant monitoring and reporting data and metrics are accurately developed and produced.

Management

- Leading a team of country directors around the world to deliver world class outcomes to create high impact.
- As a new role, the post holder will be required to quickly assess and make recommendations on the resourcing requirements to successfully meet the objectives for the function and implement plans to meet these.

Finance

- Take overall responsibility for the effective and efficient management of a delegated budget in accordance with World Animal Protection's financial procedures and local governance regulations.

Organisational responsibilities

- Delivery of World Animal Protection's Global Strategy across the core themes of Mission, Movement & Transformation in a global, matrix environment.
- Work cooperatively with external organisations, teams within World Animal Protection and in the wider animal welfare movement to pursue programme objectives and wider organisational goals, including those relating to brand, communications, fundraising and resource management.
- Actively participate in building and maintaining the integrity of our brand to support our profile, influence, movement building, income and engagement.
- Help secure resources (income) and reach (people and partnerships) by actively contributing to our supporter relationships, fundraising, communications, and donor reporting.
- Actively participate and support the organisation to ensure that we manage our resources (financial, staff and IT) efficiently and effectively by improvement of systems, reporting and compliance.
- Contribute to a learning culture and create a positive working environment for staff.
- The role holder will from time to time be required to undertake any other duties that are within the scope of this role.
- Take responsibility for their own health, safety and welfare, comply with H&S policy and procedures, and not act in any way that compromises the safety of themselves, colleagues or the public.
- The post holder may be required to travel internationally to provide support or participate in World Animal Protection's activities as and when required.
- The post holder will be required to maintain confidentiality of information.
- Comply with requirements related to the relevant Privacy and/or Data Protection Acts that apply to the work being conducted by the post holder (For example this may include the General Data Protection Regulation (EU) 2016/679 and any local Privacy and Data laws and Regulations).



PERSON SPECIFICATION

The Person

- You will be an experienced senior leader with a proven track record of outstanding strategic delivery across your team.
- You will have worked at executive level and have the drive, passion and resilience to change our operating model and build an outstanding delivery structure for World Animal Protection.
- This role also includes responsibility for strategy implementation, impact measurement and planning and performance, so the ability to think strategically and to lead change will be crucial to success.
- Credible, passionate, engaging and inspiring communicator; able to deliver clarity in both spoken and written communications.
- Ability to respond positively and flexibly to change and be able to identify and act on new opportunities.
- Demonstrable experience of proactively developing internal and external relationships and of acting as an advocate and generating momentum for achieving an organisation's goals.
- Able to evidence the commitment, resilience, energy and enthusiasm for achieving challenging goals.
- High-level experience of leading and managing across functions and building teams based on the results required.

Knowledge and Experience

Essential

- Successful track record of leading within a complex organisation, developing and implementing delivery plans which are aligned with, and secure achievement of, the strategy.
- Proven, senior leadership skills, adept at building capability, developing talent and motivating a diverse and high performing team in an uncertain environment.
- Excellent stakeholder management skills, able to successfully influence, challenge and negotiate, and to quickly gain the confidence of key stakeholders at a variety of levels.
- Delivering significant strategic programmes, projects and change initiatives in a complex and dynamic environment that requires sensitivity, agility and determination.
- Strong finance and budget development & management experience.
- Understanding of corporate governance, especially in a not-for-profit charity context.
- Good awareness of geo-political and geo-social issues.
- Able to demonstrate having led and developed a high performing team to deliver world-class impacts.
- Passionate about helping us drive systemic change in animal welfare and protection.

Desirable

- Experience of working at a senior level in a global INGO environment delivering global programmes of strategic activity.
- Experience of working within an organisation with close alignment to World Animal Protection's mission and vision.

Qualifications

- Relevant management qualification or proven experience of working at the required level for this role.
- Relevant project management qualification.

*World Animal Protection operates in a matrix environment. This means we routinely work with colleagues from different locations, business units and cultures in cross-functional and virtual teams.

1A **global role** works across geographic boundaries with a remit to enable the delivery of strategic organisational activity across the world, providing direct input and support at a local level as required. A **local role** is primarily focussed on the delivery of strategic organisational activity within a country or location, providing information and input to global strategy and directions as required.



HOW TO APPLY

We hope you will consider making an application. If having read through the candidate brief you have any questions about the appointment, please contact Mark.Crowley@starfishsearch.com or Katy.Giddens@starfishsearch.com.

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

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

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date	Friday 13th August 2021
Preliminary interviews with Starfish	w/c 30th August 2021
Psychometric assessments	w/c 13th September 2021
Interviews with World Animal Protection	w/c 20th September 2021

