



# CHIEF EXECUTIVE OFFICER



# WELCOME

Dear Candidate,

As a global movement of over ten million people, Amnesty International is the world's largest grassroots human rights organisation and we have been defending human rights for over 60 years. We investigate and expose abuses, educate and mobilise the public, and help transform societies to create a safer, more just world.

Amnesty International UK is an important part of this powerful global movement, working with over 200,000 members, activists, and volunteers in the UK to uphold human rights domestically and across the world. We are funded by our members and supporters which ensures we maintain our independence and are not accountable to any political party or corporate donor.

We are now looking for an open, bold, visionary, and inclusive leader with a demonstrable passion and interest in human rights to continue to deliver our new strategy. As our new Chief Executive, you will lead the organisation at a pivotal point of culture change and human rights challenge, working with the two Boards, Senior Leadership Team, wider staff team, union members and activists to deliver our new strategy to achieve lasting change.

We are looking for someone who can develop and maintain a positive, accountable, transparent, and impactful organisation. A strategic thinker, you will be used to operating in complex organisations and will understand what constitutes good governance. You will have good insight into culture change and high emotional intelligence to connect with and inspire others. You will also be responsive and engaged, and able to develop links with our activists and understand what it means to be a genuinely member-led movement.

We are open and accountable and are committed to working as an anti-racist organisation and are on a journey towards being a more diverse and inclusive movement and our leadership needs to reflect this. We welcome applications from everyone and particularly encourage applications from people from an ethnic minority background, older people, trans and non-binary people, and people with a disability to help us achieve a balanced representation in our workforce, especially at senior grades.

This is a real and very exciting opportunity to shape our future. If you share our commitment to influencing progressive change, we look forward to hearing from you.

Yours sincerely,

**Board of Trustees**  
**Amnesty International UK**



## ABOUT AMNESTY INTERNATIONAL UK (AIUK)

Our aim is simple: an end to human rights abuses. Independent, international, and influential, we campaign for justice, fairness, freedom and truth wherever they are denied. Already our network of over ten million people is making a difference in almost every country in the world. Whether we are applying pressure through powerful research or direct lobbying, mass demonstrations or online campaigning, we are all inspired by hope for a better world. One where human rights are enjoyed by all.

To find out more about our aim and what we do, please click here: [Campaigns and Issues | Amnesty International UK](#)

## OUR STRATEGY

We must do two things if we are to achieve deep, lasting change for human rights, and to succeed in placing human rights at the heart of our society. We must take a long-term approach, and we must direct a stronger focus on the root causes of human rights abuses.

The world in 2022 is one where:

- climate change poses an existential threat
- digital technology can be as much an asset as a threat to human rights
- corporations are increasingly powerful global actors
- inequality is increasing

And, in the UK, growing numbers of people live in or precariously close to poverty, and racism, discrimination and prejudice shape much of our political narrative. These realities have a disproportionate impact on the lives of vulnerable and marginalised groups – who can then become easy targets for political narratives that seek to demonise them. In the face of these challenges, we must recognise and act on the fact that these are human rights issues – from climate justice to socio-economic justice to anti-racism to the use of digital technology – and are central to the deep and lasting change we strive to achieve.

Key to our success is that we are a global movement of people, rooted in local communities, important and powerful in its own right. Power will be distributed more equally within the movement by being more decentralised in how we work, so that we are effective in fighting for human rights abroad and in the UK. Finally, our movement will be more diverse and inclusive than ever. This means, among other things, that we look at all our areas of work through the prism of how they impact on particular groups of people, all of whom should be able to find a home in Amnesty International to effect the change they want to see in the world.

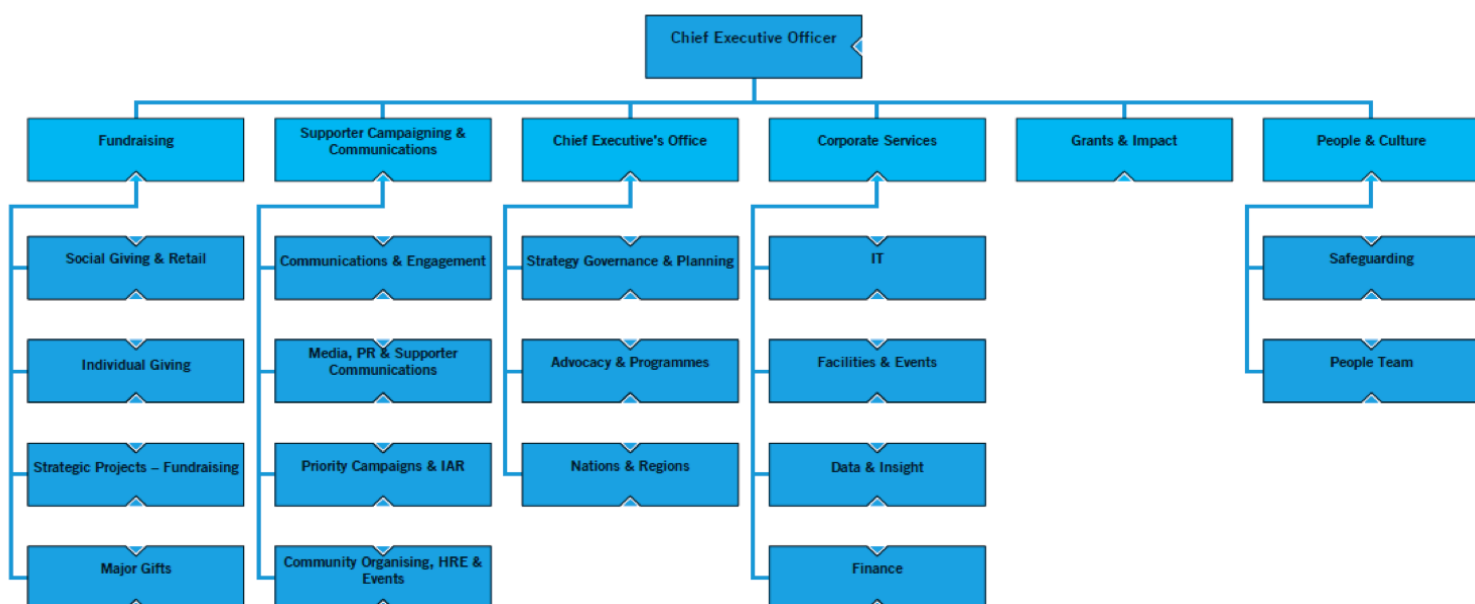
To find out more about who we are and our strategy, click here: [About Amnesty | Amnesty International UK](#)



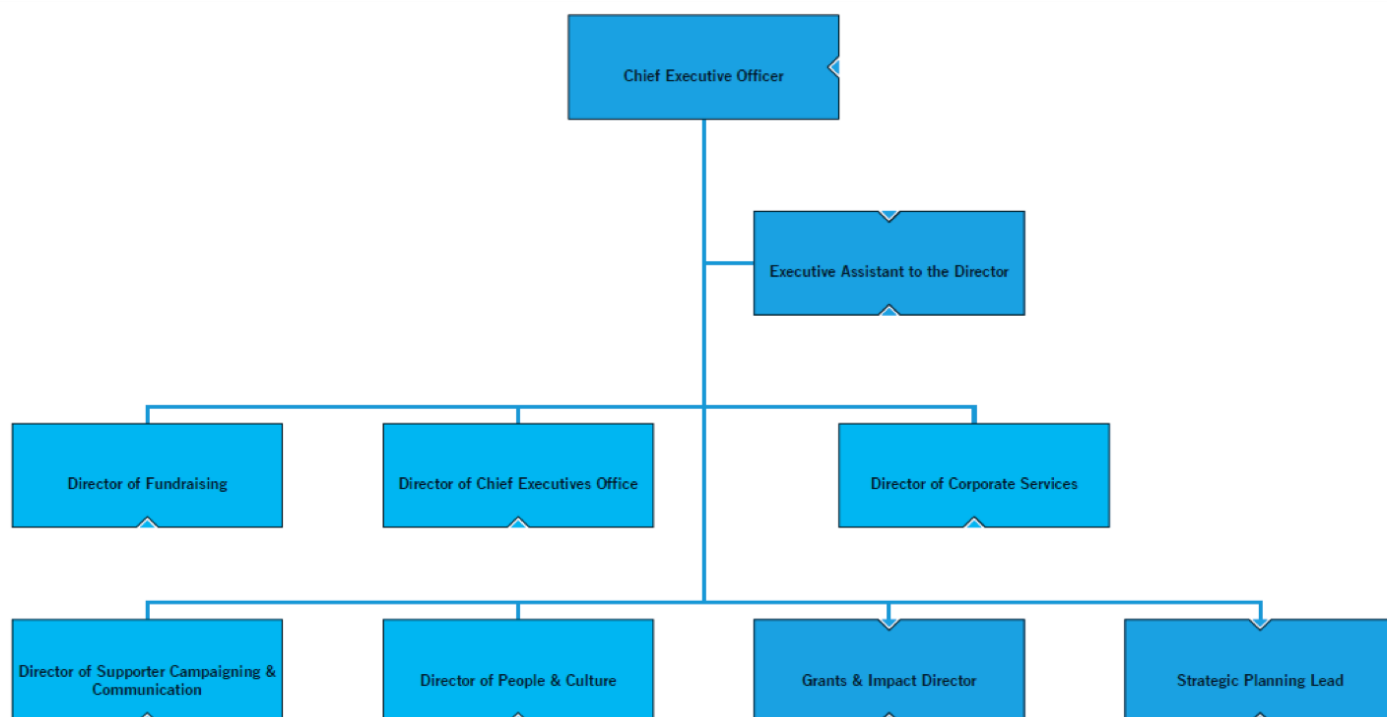


# ORGANISATION CHARTS

## AIUK ORGANISATION OVERVIEW



## CHIEF EXECUTIVE OFFICERS TEAM



# THE ROLE

**Reports to:** AIUK Section Board and AIUK Charitable Trust Board

**Direct reports:** Director of Corporate Services, Director of Fundraising, Director of Supporter Campaigning and Communication, Director of People and Culture, Grants and Impact Director, Director of Chief Executive's Office, Strategic Planning Lead, Executive Assistant to the Chief Executive's Office

## CEO role overview

The CEO will provide strategic leadership to AIUK and work effectively with the Boards of Directors in the delivery of the organisation's strategic objectives, business and financial plans and in achieving best practice in line with our agreed values, all underpinned by a strong commitment to inclusion, diversity, equity and anti-racism. The CEO is ultimately accountable for the overall performance of the organisation, and for maintaining a commitment to the integrity of the organisation and its activities.

## The CEO will

### The big picture

- Deliver on AIUK's 2022-30 strategy.
- Lead and manage the organisation, working with the Boards to ensure that organisational structure and accountabilities are aligned with strategic and operational requirements, and implementing change as required.
- Provide vision and communicate a clear and inspiring strategic direction.
- Work together with SMT colleagues, to develop and lead AIUK's human rights agenda and work programming.
- Support, and work with, the wider Amnesty movement in the development of movement-wide initiatives and policies.
- Participate in sector wide bodies to build and maintain networks and technical knowledge.

### The day to day

- Work with the Boards and the Senior Management Team (SMT) to ensure that AIUK's mission is delivered, statutory and regulatory duties are observed and that strategic and operational objectives are implemented.
- Work with the Corporate Services Director and other members of the SMT to develop the annual budget; ensure that financial management information is provided to the Board; and to monitor performance against budget and take necessary corrective action.
- Ensure compliance with employment and equality legislation and good practice.
- Deliver on our vision to be an employer of choice by adopting best practice and exceeding our compliance requirement.

### Other

- Promote AIUK's vision, mission, and objectives as one of its principal ambassadors and spokespeople.
- Actively role model and display behaviours that reflect AIUK's organisation values.
- Ensure internal policies and practices including the importance of timely and clear feedback performance management are adhered to.
- Communicate the key expertise of the organisation to relevant audiences.
- Engage and work collectively with the wider Amnesty International network.
- Optimise the relationship between Amnesty International UK and the wider network.



# THE ROLE

## Managing the AIUK way

- Work with the Senior Management Team to ensure timely information on charitable and section activity is provided to the relevant Board(s).
- Maintain good working relationships with the Union, Boards, and other key groups within the organisation.
- Ensure all staff, partners, volunteers, and activists, are respected and valued and that AIUK's commitments to inclusion, diversity, equity and anti-racism are upheld.
- Create an inclusive and positive culture throughout the organisation, through role modelling our values in line with our commitments of communication, collaboration, consideration, and change.

# AIUK COMMITMENTS

## COMMUNICATION

Listen to others and communicate in a respectful, clear, open and inclusive way. Give constructive feedback and be open to others giving feedback

## COLLABORATION

Seek to build effective working relationships. Contribute expertise, learn from others and encourage others to do the same

## CONSIDERATION

Guided by values and strategic priorities, manage time and workload with respect to the time and workload of others. Be fair and consistent in decision making and dealings with others

## CHANGE

Innovate and improve the way things are done. Make time to increase knowledge and skills and guide others to do the same



# WHAT WE'RE LOOKING FOR IN OUR NEXT CHIEF EXECUTIVE

## YOU ALREADY HAVE THESE SKILLS AND KNOWLEDGE

### Experience

- Experience of operating at a senior strategic leadership level within a complex organisation.
- A successful track record of achievement either as CEO, Chief Officer or Executive Director including demonstrable and practical experience of working as part of a Board to shape and set strategy.
- Strong track record of delivering high performance with good financial management and performance management experience.
- Organisational leadership and delivery experience that enables you to set the agenda, monitor deliverables and provide effective oversight.
- Experience of inspiring and maintaining a diverse, inclusive, modern, motivated and cohesive workforce.
- Experience of compliance and risk management.
- A strong track record of persuading and influencing key stakeholders, including policy makers, politicians, key partners and stakeholders.

### Knowledge

- You will understand the role that organisational culture plays and offer experience of leading and managing substantial teams or organisations in a way that fosters collaboration, equality, belonging, unlocks potential and is transformative in impact.
- A good working knowledge of what constitutes good governance (such as compliance, risk management, and GDPR).
- A strong understanding the role of the Board and how it relates to the Executive.
- Understands the global agenda in which AIUK operates and is actively interested in geopolitics and world affairs.

### Skills and abilities

- Communication and engagement skills that inspire change in outlook and thinking. A good listener and creative thinker.
- Sensitive leadership skills with the ability to develop and implement vision and strategic plans.
- Sharp strategic planning abilities, with the financial awareness and acumen to translate strategy into performance and to make relevant connections.
- Interpersonal, emotional literacy, and influencing skills that secure trust and confidence.
- Able to manage complexity and to operationalise business ideas and strategies.

### Leadership style

- Approachable but leads with authority; uses emotional intelligence to help build connection and engender trust.
- Flexible and adaptable when leading and delivering change.
- Natural collaborator and alliance-builder, who is open minded and willing to question the status quo.





## YOU MAY ALSO HAVE

### Experience

- Qualified to degree level and/or evidence of continuing professional development.
- Lived experience of discrimination and marginalisation.

### Knowledge

- You will most likely bring some knowledge of income generation activities particularly from membership and individual giving, campaigning and wider marketing and communications strategies.





# TERMS AND CONDITIONS OF APPOINTMENT

## Salary

£131,122

## Contract

This role is being offered on an initial 4 year fixed-term contract with the option for renewal for a further 4 years. The maximum tenure for the successful applicant will be 8 years.

## Location

25 New Inn Yard, London EC2A 3EA

## Annual Leave

- 27 days annual leave (+ bank holidays), increasing to 29 days on five years' service (prorated for part time)
- Two days religion or belief leave annually
- Discretionary leave day(s) between Christmas and New Year.

## Work-Life Balance

- Flexible working, where feasible, and supportive of compressed work patterns and job shares
- Most roles offer hybrid working between home and office
- Full-time is 35 hours per week
- Compassionate leave
- Free confidential counselling
- Career break with two years service
- Occupational sick pay.

## Family friendly

- In addition to statutory entitlements, we offer enhanced family leave pay for qualifying colleagues:
  - Six months maternity, primary carer and adoption leave at full pay
  - 26 weeks Shared Parental Leave at full pay (less any weeks of maternity or adoption pay taken by partner)
  - Three weeks paternity and co-carer leave at full pay
  - To qualify, 26 weeks service at the 15th week before the expected week of childbirth or 26 weeks before the date of being notified of match with the adoptive child
- Emergency leave for care of dependents
- Flexible working

## Pension

Generous employer pension contributions:

- 2% employee contribution receives a 6% employer contribution
- 3% employee contribution receives a 7% employer contribution
- 4% employee contribution receives an 8% employer contribution
- 5% or above employee contribution receives the maximum 9% employer contribution.

## Life Assurance

Lump sum life assurance benefit equal to four times current annual salary in the event of death in service. This is paid to nominees of the colleague's choice in the event of their death.

## Interest-free Loans

Season ticket, computer, and bicycle loans.

Possible approval for further education contribution, loan and study leave for relevant courses.



## 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 [Toni.Anderson@starfishsearch.com](mailto:Toni.Anderson@starfishsearch.com) to arrange a conversation.

To make an application, please go to <http://starfishsearch.com/jobs/aiuk-ceo/> 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 person specification.

### Equal Opportunities

AIUK aims to be an equal opportunities employer and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

To reduce bias in our longlisting process, AIUK operates an anonymised application process. If for any reason you prefer to apply in a different format, or require adjustments in the process, please get in touch. We are a disability confident organisation.

## RECRUITMENT TIMETABLE

<b>Closing date</b>	Friday 15th April 2022
<b>Preliminary interviews with Starfish</b>	w/c 9th May and w/c 16th May 2022
<b>Stakeholder sessions with AIUK</b>	w/c 30th May and w/c 6th June 2022
<b>Second-stage interviews with AIUK</b>	w/c 13th June 2022

