



Chief Risk Officer



OXFAM



Welcome

Dear Applicant,

Thank you for your interest in joining Oxfam as our first Chief Risk Officer.

Oxfam is a global community of people who believe in a kinder and radically better world, where everyone has the power to thrive not just survive. We believe we can overcome poverty by fighting the injustices and inequalities that fuel it. We occupy a unique place in British life; established in 1942, we opened our first charity shop in 1947.

For more than 80 years, Oxfam has helped shape public conscience and improve lives around the world. Today, we are one of 22 affiliates within the Oxfam confederation, working across 90 countries alongside more than 2,500 partners, allies and communities. In 2024/25 alone, Oxfam GB and our partners supported 21 million people in the fight against poverty, while our humanitarian response reached a further five million people.

As we look to the future, we believe even greater impact is possible through leadership that fully harnesses Oxfam GB's strengths and influence. To support that ambition, we are seeking an exceptional and values-led Chief Risk Officer to join our Strategic Leadership Team and help safeguard and strengthen Oxfam's global impact.

The world is facing unprecedented challenges: growing insecurity, deepening political polarisation, rising inequality and shrinking aid budgets. At the same time, Oxfam GB is emerging from a period of significant organisational change. In this context, the Chief Risk Officer will play a critical role in ensuring we remain resilient, accountable and trusted.

This is a pivotal leadership position, responsible for compliance, assurance and organisational integrity across a complex global organisation. You will lead safeguarding, ethics, anti-corruption, risk and assurance functions, while driving a coherent approach to risk management and internal audit across our UK retail network, UK operations and international programmes.

We are looking for a strategic, credible and collaborative leader with a strong track record of delivering risk, governance and assurance strategies in complex, fast-moving environments. Your experience may come from an NGO, international organisation, major charity, global consultancy, media organisation, government, diplomatic service or a similarly complex setting.

Wherever you are today, if you believe you can bring the skills, experience and personal qualities this role demands, I very much look forward to hearing from you.

Joyce Idoniboye
Deputy Chief Executive, Oxfam GB

About

Since Oxfam first started in 1942, we've challenged the underlying causes of poverty, while supporting people to cope when disaster strikes. These principles are just as relevant today, and Oxfam continues to deliver what we call the Triple Mandate:

- Responding to emergencies
- Supporting communities towards sustainable development
- Working to address the root causes of poverty and injustice so that fewer people face inequality in the future.

We believe these three areas work together to create lasting change. But inequality is on the rise, and global challenges from climate to conflict to cost of living are reversing progress against extreme poverty. So, the same old approach cannot be the answer.

In 2020, we launched a strategy that sets out how Oxfam GB believes we can best tackle poverty, in the context of these enormous challenges the world faces.

This means we:

- Focus on where we can make the most radical difference: by tackling extreme vulnerability in the toughest places on earth, and challenging the inequalities that drive poverty.
- Invest in equal partnerships with communities and organisations around the world: those with the expertise and experience to drive profound positive change.
- Grow a global network that actively shifts spending and decision-making power to partners in the Global South.
- Bring together people to act in solidarity with and for each other, to help raise vital funds for partners to lead us in this work, and speak out together for a better world.

And how we work is as important as what we do, so through it all is a focus on continuing to become a safe, feminist and anti-racist organisation.

Oxfam GB is a member of the international confederation Oxfam, working together in 77 countries around the world. Oxfam GB is one of the 22 affiliates that make up the Oxfam confederation. We work together to overcome the injustice of poverty. As a confederation, we work together with more than 2,300 partner organisations, as well as allies and communities.

Time and again, we've seen what we can achieve when we stand together with others and speak out against injustice. Let's demand a world that benefits everyone – rising above the lie that there's not enough to go around, acting in empathy with and for each other. Because there is no them, just us.



Our work

We work in some of the most unstable and insecure places, where violent conflict and mass destruction caused by climate breakdown are relentless; often with little or no government support (clean water, healthcare, social protection), people already facing poverty are forced into a situation of extreme vulnerability. An injustice that's underpinned by rising global inequality.

It takes incredible resilience and expertise to know how to cope when lives are uprooted by conflict and extreme weather. No one has more experience than people living this reality every day. So, Oxfam is led by that expertise, by affected communities and the organisations around them.

We'll also always challenge inequality, the underlying cause of poverty, wherever we see it – from social attitudes to government policies. To have the biggest impact, we focus on those where we believe we can make the biggest difference.

Right now, it's:

- **Inequality in the climate crisis**

The biggest polluters are being allowed to rake in huge profits while people living in poverty are left paying the highest price. This is climate inequality.

We believe climate justice is possible. The biggest polluters (like the wealthiest countries, big corporations and the super rich) should be taxed to cover the costs for their climate-wrecking behaviour. This will help raise the funds urgently needed to deal with the devastating impacts of the climate crisis.

- **Inequality in how women's work is seen and valued**

Much of the work women do the world-over is unpaid or low paid. And that's no accident. Entrenched views about women's roles and abilities mean an oppressive amount of their time is spent in low-paid, informal work (like house cleaners and market stall holders) and working hard in the home for no pay at all (like caring for children).

This work takes time and energy, just like any other work. And it's invaluable to societies and economies. Yet it's taken for granted, ignored and unvalued. We need to shift away from economies rooted in inequality and exploitation, to economies that centre the wellbeing of both people and planet.

Our annual report for 2024/5 highlights some of the impact that Oxfam GB and partners had including:

- 9.21 million people supported to fight poverty and build a radically better world
- 8.05 million people reached through our humanitarian response
- Of this 51% are women and girls

Role Description

Role title: Chief Risk Officer

Key relationships: Deputy Chief Executive, Chief Executive, SLT, Chief of Staff, Trustees, plus teams responsible for risk, integrity, ethics and colleagues from the wider confederation who partner in this work

Role purpose

Reporting to the Deputy Chief Executive, you will lead our approach to risk, governance, integrity, and assurance, ensuring we meet the highest standards of accountability, ethical conduct, and operational safety. Working across UK and international operations, you will drive a culture grounded in feminist principles, decolonial practice, inclusion, and organisational learning.

Main responsibilities

- Partner with the Deputy CEO, CEO, Strategic Leadership Team, and Oxfam GB Trustees to shape strategic direction and provide expert risk and assurance advice.
- Lead safeguarding, integrity, ethics, anti-corruption, and risk & assurance functions across Oxfam GB.
- Drive a holistic approach to risk management and internal audit across UK retail, UK offices, and international operations.
- Provide assurance to senior leadership and trustees on governance, compliance, internal controls, and organisational resilience.
- Strengthen decision-making processes rooted in ethical, feminist, and human-rights principles.
- Oversee investigations into misconduct, fraud, and safeguarding concerns, ensuring accountability and fairness.
- Promote a robust speak-up culture and ensure effective whistleblowing processes.
- Lead Oxfam GB's approach to reputational risk, working closely with senior leaders and communications teams.
- Represent Oxfam GB in the Oxfam Confederation and global risk networks, championing shared learning and alignment.
- Build organisational capability in risk management, embedding decolonial and anti-racist principles in practice.
- Inspire and develop diverse teams to deliver excellence, accountability, and continuous improvement.



Person specification

In your written application please set out evidence of your ability to meet the criteria in Part One. Criteria in Part Two will be explored at interview stage with selected candidates.

Part One

Knowledge and experience

- Substantial senior leadership experience, ideally gained in the international NGO sector or for another similarly complex organisation. We are open to applicants who have held relevant roles within other comparable risk environments, where there is evidence of the broad knowledge and experience we require.
- Experience of working across global or multi-country environments.
- Strong track record leading risk, compliance, assurance, and governance functions, and of advising very senior stakeholders with credibility.
- Expertise in managing investigations (fraud, safeguarding, or misconduct) and internal audit processes in a complex environment like ours.
- Experience of advising and supporting Boards and senior leadership teams on complex or sensitive ethical and operational issues.
- Experience of working within donor-funded or highly regulated environments.

Note: a professional qualification in law, audit, compliance, or risk or an advanced degree in a relevant field (such as Public Administration, Non-Profit Management, Business etc would be useful but is not strictly essential.

Part Two

Skills, abilities and leadership style

- Clear leadership style with the ability to operate effectively in high-pressure environments with competing priorities.
- Ability to respond quickly to emerging risks across different areas of an organisation, or in different regions.
- Outstanding communication, influencing, and stakeholder engagement skills.
- High analytical capacity with the ability to sift out what is not important and turn complexity into clarity and action.
- Self-aware and resilient.
- Commitment to feminist leadership, decolonial approaches, anti-racism, and Oxfam's values of Inclusion, Accountability, and Empowerment.



Terms of Appointment

Salary

Competitive.

Hours

36

Location

Oxford and London as necessary. We would expect an SLT member to be in one or other of the offices at least once a week and if there are specific events.

Pension

Oxfam will double an employee contribution and pay up to 10%.

Annual leave

30 days.

Contract

Permanent / Full Time.

Additional benefits

Life assurance 1x annual pensionable pay with no partner or dependants, 3x annual salary with partner and/or dependants.

Reference checks

All offers of employment are subject to the successful completion of a 5-year history reference check and appropriate screening, including DBS and Right-to-Work checks.



How to apply

To ensure that you are comfortable and can demonstrate your full potential for this role across all stages of the recruitment process, please get in touch with Szymon at Szymon.Podgorski@starfishsearch.com for an informal chat about the role, or any adjustments that would help you succeed in the process.

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

- Your CV (no more than three sides).
- A covering letter that sets out your motivation for the role and describes the specific experience you can bring to the appointment.

We would also be grateful if you would 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 for applications: Monday 10th August 2026

Recruitment timetable

Closing date: Monday 10th August 2026

Preliminary interviews: w/c 17th and 24th August 2026

Final Panel interviews: w/c 7th or 14th September 2026

