



Director of Policy, Research and Data

Candidate Pack

September 2026

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Introduction from Catherine David, our CEO



Catherine David
Chief Executive Officer

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This role is a rare opportunity to help make Circular Living part of everyday life by inspiring people, businesses and governments to act.

Dear candidate,

Thank you for your interest in joining WRAP. We are a global environmental action NGO. We change how food, packaging and textiles are made, used and reused; protecting our planet and strengthening our economy. We call this circular living.

The Director of Policy, Research and Data will be central to that ambition. Reporting to me and working with the Executive Team, you will lead how WRAP uses research, evidence and data to strengthen our impact and influence with businesses, governments, funders and partners.

You will build WRAP's reputation as a trusted voice on circular living and sustainability, turning evidence and insight into policy influence, stronger programmes and better decisions.

We are looking for a strategic and curious leader with significant experience across policy, research or data, who can lead high-performing teams and turn complex information into clear, compelling insight.

I hope this pack inspires you to consider joining us.

Catherine David
Chief Executive Officer

About WRAP

WRAP is a global environmental action NGO transforming our product and food systems to create Circular Living. We examine sustainability challenges through the lens of people's day-to-day lives. We transform the systems that provide the products we consume.



Our vision is a world transformed, in which Circular Living is commonplace. Where the systems that provide our everyday goods contribute to the world's prosperity and sustainability instead of reducing it.

See how we lead the way to Circular Living [here](#)

Our priorities



Reducing greenhouse gas emissions

We're helping partners reduce greenhouse commissions to meet their commitments to tackling climate change.



Preventing waste and pollution

We're helping people and partners waste less and prevent pollution in order to save money, improve living standards and restore nature.



Making better use of resources

We're helping people and partners improve how they use food, water and materials in order to strengthen our resilience, and increase productivity and growth.

How we work

Collective action

When challenges are bigger than any one organisation can solve on its own, we bring businesses, governments, civil society and local voices to act collectively.

We work with over 1000 businesses globally.

Based on robust insight and research, we develop, pilot, deliver and evaluate behaviour change programmes to help citizens live a more sustainable lifestyle.

Our suite of campaigns, tools and interventions are amplified by a diverse range of stakeholders who value our evidence-based approach.

We deliver

When it's time to put solutions into practice, we work on the ground in water catchments, materials recovery facilities, warehouses, shops, boardrooms and training rooms to make it happen.

We are the delivery partner of choice for governments and grant-awarding bodies due to our track record in awarding public money where it can make the greatest impact.

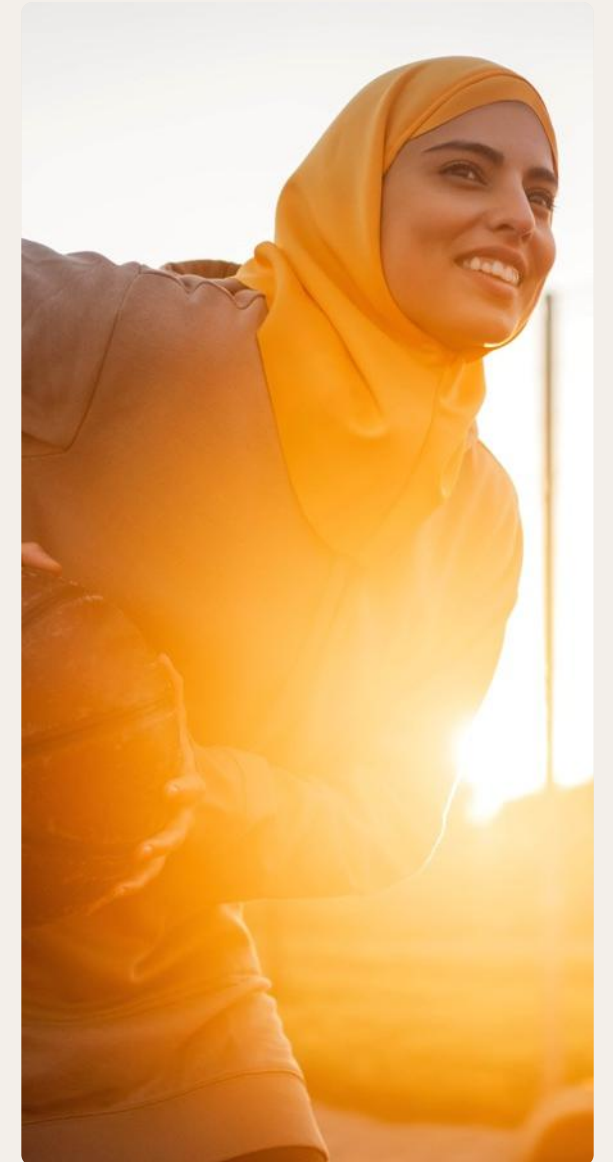
We provide expert research, cost modelling, advice and services to help international organisations, national governments, local authorities and businesses develop and implement waste prevention and recycling policies.

We work with national governments globally to shape policy decisions that can be developed into actions that prevent waste.

Across the globe

We have colleagues and partners operating in over 30 countries around the world.

We know that to make our world more sustainable tackling the issue cannot be done by one country, region or continent by itself. So, we work globally with partners, governments and communities to find and deliver practical solutions to improve resource efficiency within plastics, food and textiles.



Our impact in action

Scalable Impact

We're proud to work across the globe:

- We work in over 20 countries on plastics and packaging
- In 20 countries on food waste and green house gases and
- In 4 countries on Textiles



Reducing environmental harms

We have delivered significant, measurable impact – with 0.9 million tonnes of CO2e avoided and £3.38 of benefit generated for every £1 spent.

We've supported food rate reduction by 18.3%, being instrumental in a 15% increase in food redistribution – an equivalent of nearly 60 million meals in just one year.

Our Food and Drink Pact has 188 signatories and our UK Water Roadmap 105 – and we've supported the Welsh and English governments to grow recycling rates to over 60% and 40%, respectively.



Our global network of experts is here to work with funders, governments, businesses, citizens and other charities or NGOs to deliver the successful economy all our stakeholders want and need. One that creates prosperity, health and wellbeing across the world whilst regenerating nature and eradicating pollution in all its forms.

Sebastian Munden, CBE, Chair of the Board

Across the globe

We co-authored the United Nations Environment Programme (UNEP) [Food Waste Index Report](#) – the most comprehensive survey yet into global food waste. We are working with partners on food waste reduction programmes in seven G20 countries.

Together with our partner Ellen McArthur Foundation (EMF), we have launched Plastic Pacts on every populous continent on the planet, and these have helped eliminate 360,000 tonnes of problematic plastic.

With partners, we have expanded our work internationally, ranging from South Africa to Mexico, and Indonesia to India. This work has had significant impact. For example, work across countries has helped avoid the use of [2.2 million tonnes](#) of virgin plastic through growing recycled content in plastic packaging.

You can read more about how we operate and our impact by clicking on the following links: [Annual Report 2024-25](#) and [Impact Report 2024-25](#).

Our culture and values



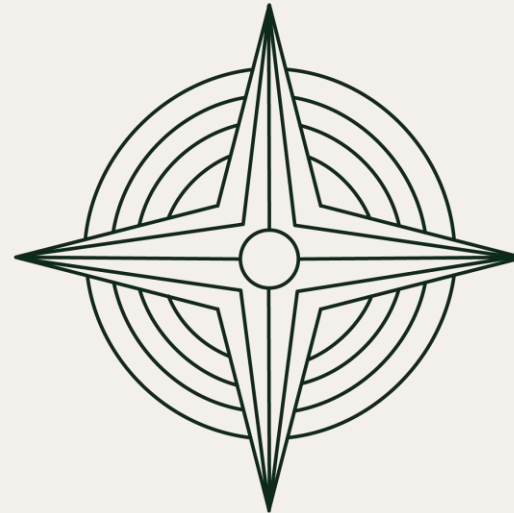
Clearly **accountable**,
proactively taking
responsibility



Agile and creative; we
take calculated risks and
are open to change



Bold in our approach

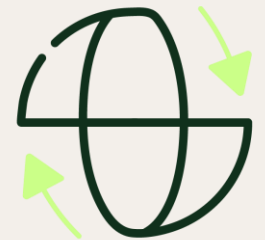


Our cultural aspirations

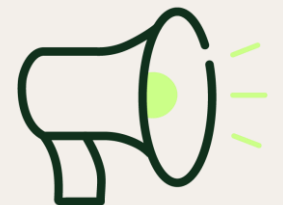
Commercial and
responsive to
opportunities



Global and
diverse



Outcome and
impact focussed



About the role

Role description

- Lead WRAP's policy, research and data agenda, shaping global thought leadership on circular living and sustainability and ensuring WRAP remains at the forefront of relevant policy debates.
- Turn evidence and data into influence and action, providing clear insight that shapes policy, strengthens programmes, supports evaluation and informs Executive and organisational decision-making.
- Build WRAP's evidence and data capability, leading a strategic research programme and data product strategy, including the effective use of AI and advanced tools to improve insight, efficiency and evaluation.
- Create new opportunities from WRAP's data and intellectual property, developing propositions and data services that strengthen partnerships, funding and impact.
- Work across WRAP to design and improve programmes, integrating environmental, social and economic measures to understand impact and inform adaptation and scaling.
- Build WRAP's external influence and reputation, developing senior relationships with governments, NGOs, funders, academia and international institutions and using insight to shape national and international agendas.
- Lead and develop global teams across policy, research and data, fostering collaboration, innovation and continuous learning.
- Provide strategic leadership as a member of the Executive Team, helping shape WRAP's long-term strategy, priorities and organisational capability.



About the role

Person specification

What you'll bring

Essential

- Relevant experience in policy, research or data, ideally within sustainability, the circular economy or the environmental sector, with a track record of leading complex, multidisciplinary work across different geographies.
- Proven track record in turning evidence into action, translating research, data and analysis into clear insight that informs strategy, policy and decisions, while identifying emerging trends and opportunities.
- Experience in building effective relationships with senior stakeholders across government, business, NGOs, funders, academia and international institutions, using influence to create change.
- Demonstrable experience managing global, multidisciplinary teams and fostering a culture of collaboration, innovation and continuous learning.

- Ability to communicate with impact, making complex issues clear and compelling for senior stakeholders and diverse audiences.

It would also be desirable if you have:

- Relevant sector knowledge, with experience in areas such as resource management, food systems, packaging, textiles and fashion, or the circular economy.
- Proven ability to apply data and technology creatively, with an understanding of how AI, data products or emerging technologies can strengthen insight, efficiency, impact or new opportunities.
- Above all, you will bring curiosity, sound judgement and a genuine commitment to sustainability, evidence-led decision-making and using research, data and innovation to increase WRAP's impact.

Terms of appointment

Salary

The salary range for this role is £80,750 to £109,250 and we work a 37.5 hour week.

Location

- Our working model is hybrid and as an Executive Team member, you will be expected to travel to our offices in Banbury, London and Cardiff on a frequent basis. Some global travel may be expected.

Benefits

- We offer 25 days annual leave and public holidays with the option to buy up to 5 extra days per year
- You can take up to 13 flexi days per year
- We contribute 10% to your pension
- We offer private medical insurance and life assurance and access to a range of wellbeing and lifestyle benefits to suit you

We're committed to equity, diversity and inclusion and actively encourage applications from all backgrounds.

You can find out more about working at WRAP [here](#)



The recruitment process

How to apply

When you're ready to make an application, please visit this [link](#) where you can submit;

- 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.

Anticipated timeframe

Closing date for applications: Sunday 1st November 2026

Preliminary interviews with Starfish: w/c 9th November 2026

WRAP Panel Interviews: Tuesday 15th December 2026

