

DIRECTOR OF FUNDRAISING

Candidate Pack
October 2025



**Global
Witness**



Tall Roots



WELCOME

Dear Candidate

Thank you for your interest in becoming our Director of Fundraising at Global Witness. The past year has shown both the scale of the challenge and the importance of Global Witness's work. From exposing how fossil fuel interests sought to corrupt international climate talks, to shining a light on governments profiting from planetary breakdown, our investigations are helping to unmask those blocking a sustainable, just and peaceful future. We've revealed the oil and gas deals being brokered in the shadows of UN climate summits, defended those targeted for speaking out, and worked with allies to push for systemic reform of global climate processes.

At the same time, we've been inspired by the courage of land and environmental defenders who stand on the frontline of the climate crisis, often at great personal risk. With our partners, we are helping to build new international initiatives – such as the Leaders Network for Environmental Activists and Defenders – that elevate their voices and strengthen protection. These breakthroughs, alongside the cracks appearing in the facade of major polluters, give us hope that change is possible.

None of this can happen, though, without a strong and sustainable funding base. As Director of Fundraising, you will lead the strategy to grow and diversify our income, building on our existing generous donor base and creating a compelling case for support that attracts new philanthropic partners in the UK, US and internationally. You will also help us connect fundraising with our public outreach, building communities of support and inspiring funders and the public to stand with us.

We are looking for an experienced leader who combines bold strategic vision with practical drive, who can build trusted relationships across sectors and geographies, and who will empower and inspire a talented team. You will have a successful track record of delivering income growth, most likely within an international non-profit setting. A deep understanding of human rights and/or climate issues is highly advantageous, though we also welcome exceptional fundraisers from other campaigning environments who bring a deep personal commitment to our mission.

You will be a courageous, kind and inclusive leader who thrives in collaborative environments and who knows how to build a culture of excellence, accountability and reward. The journey won't always be easy – the global economy is shifting, and competition for funding is intense. But we are in a unique position at Global Witness: time and again we have shown our ability to hold the powerful to account, and there are real opportunities to partner with funders and collaborators who share our commitment to a safe and just planet. If you share our mission and are motivated by the chance to deliver meaningful impact at scale, we would be delighted to hear from you.

It is a privilege to lead Global Witness as CEO, and I hope you will consider joining us on this journey.

Mike Davis
Chief Executive Officer



ABOUT US

We are an independent, global organisation of **investigators and campaigners using cutting edge investigative methods.**

We shine a light on the financial and political systems that enable that enable corporate abuses of power that harm people and planet.

OUR HISTORY

For over 30 years, Global Witness has pioneered an approach that merges bold investigations with determined campaigning to secure better protections for people and our planet.

We've gone undercover to unmask the violence and secretive deals that underpin the "blood diamond" industry. Our data-driven analysis has tracked the flow of commodities across the globe. And we've sought out powerful testimonies that tell the story of environmental harm and repression first-hand.

With nearly three decades of campaigning for a fair and just planet under our belt, we reframed our focus in 2020 to address humanity's greatest challenge: the climate crisis.

HOW WE WORK

We have just under 100 staff, and offices in London, Washington DC and Brussels as well as presence in Brazil and China. We work with a global network of partners from land and environmental defenders in South America through to civil society organisations in Democratic Republic of Congo.



Nonhle Mbuthuma, a 2024 Goldman Environmental Prize winner and co-founder of the Amadiba Crisis Committee in South Africa. Thom Pierce | Guardian | Global Witness | UN Environment

GLOBAL WITNESS NOW

As the climate emergency has accelerated over the decades, our work has gained new focus. Our sights are now set on the overlap between today's greatest existential threat, the climate crisis, and people – exposing those whose own interests are helping to prolong the climate emergency, and the communities who keep standing up to them, no matter the cost.

We work with the people who are directly impacted to ensure they are protected from threats when speaking out and included in climate decision-making as the world transitions to clean energy.

We have shared the stories of Indigenous Peoples land and environmental defenders, whose livelihoods have been irreparably shaken by agribusiness, mining and extreme weather events aggravated by fossil fuel emissions and we're campaigning for those same voices to be granted a seat at the table in key national and international decision-making spaces.

As part of the Kick Big Polluters Out coalition, we are using pioneering data-driven techniques to count the fossil fuel lobbyists flooding climate COP summits every year.

We're tracing how money continues to flow into destructive industries, be it western banks' investments that fund deforestation or convoluted shipping routes that keep Russian oil profits in play despite international sanctions.

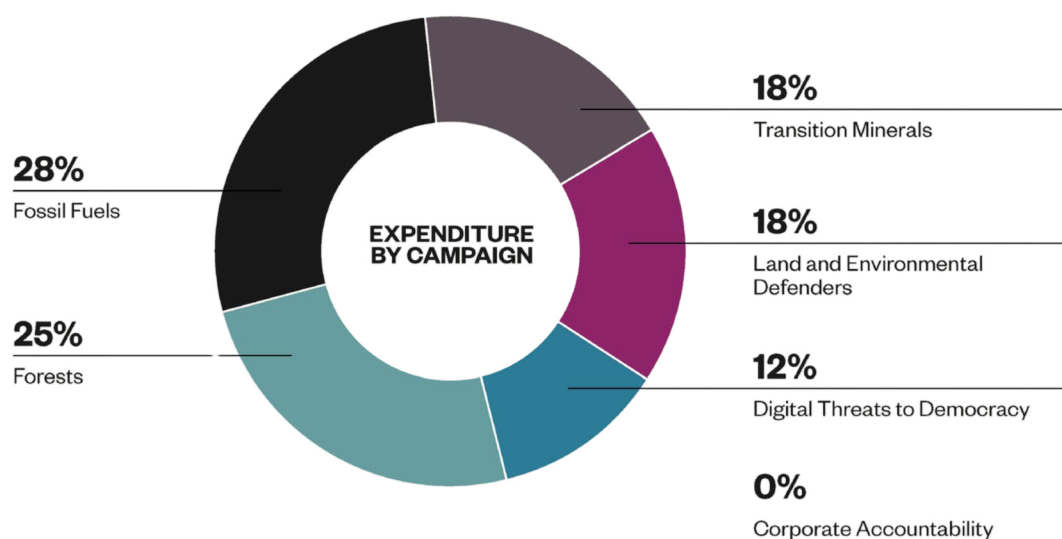
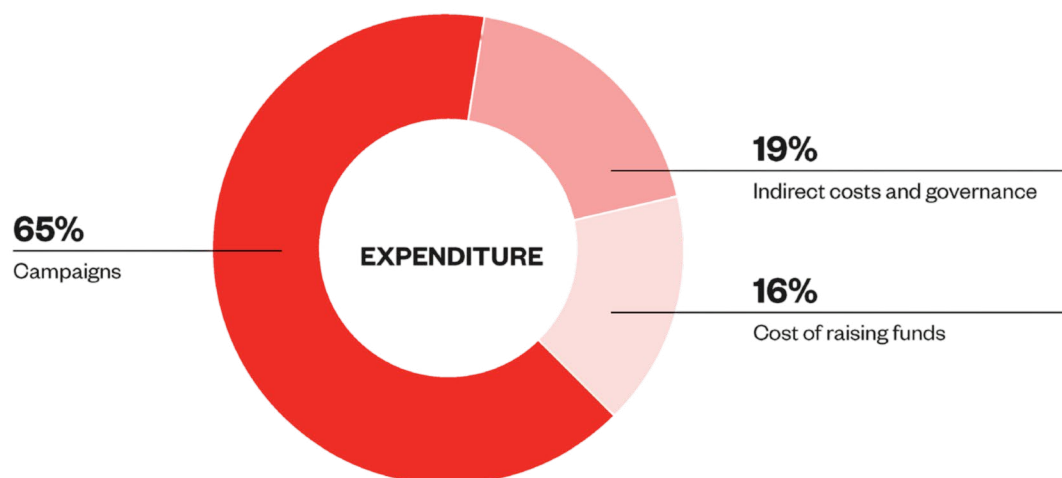
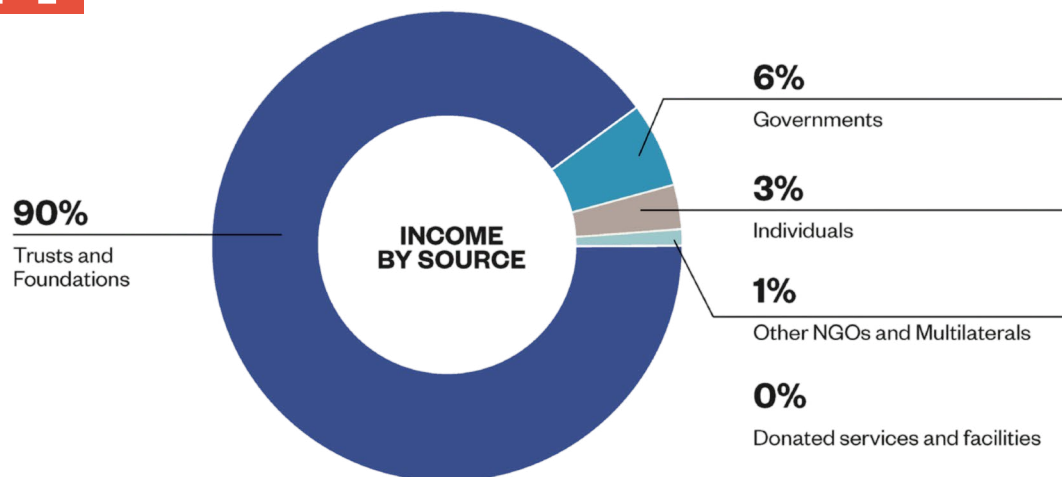
We're lending our voice to calls for a just energy transition, lobbying hard to secure strong protections for the environment and communities that are impacted by critical mineral mining – an essential industry for the green energy transition, but one that must not be allowed to repeat historic harms.

And we're monitoring the growing scourge of climate disinformation, while calling for digital platforms to enshrine an online space that serves democracy.

In everything we do, we remain committed to challenging the power imbalances at the heart of the climate crisis.

Lalo de Almeida/Panos/Global Witness

INCOME AND EXPENDITURE 2024



JOB DESCRIPTION

JOB TITLE Director of Fundraising

REPORTS TO CEO

LOCATION London, with travel

ROLE SUMMARY

You will lead the development and delivery of Global Witness's fundraising strategy that enables Global Witness to achieve its purpose, mission, vision and impact and ensures its financial sustainability. As an active member of the senior leadership team, you will shape organisation strategy, while fostering a culture of respect and excellence that empowers our staff to be the best that they can be.

KEY RESPONSIBILITIES

Strategic Leadership & Stewardship

- Accountable for designing, implementing, and evolving a fundraising strategy and operating model that delivers on Global Witness's future ambitions and ensures financial sustainability and offers growth opportunities.
- Serve as a key advisor and partner to the CEO, Leadership Team and Board, providing insight, foresight and credible reporting on income-generation progress and forecasts.
- Continuously scan the UK, US and wider global philanthropic landscape (especially in climate and human rights) to identify trends, risks, and new opportunities and bring forward proposals for strategic response.
- Act as a compelling ambassador externally, cultivating high-level relationships, advancing Global Witness's profile and deepening partner and funder engagement.

Fundraising Strategy & Execution

- Lead the development of a compelling case for support and strategic fundraising priorities across all major income streams (trusts & foundations, high-net-worth individuals, statutory and digital), ensuring clear alignment with Global Witness's mission and long-term financial sustainability.
- Integrate fundraising with marketing and digital engagement, building online communities and followers and converting these audiences into active supporters and donors through coordinated campaigns and messaging.
- Set annual and multi-year targets, allocate resources and define metrics to manage performance across the fundraising portfolio.
- Oversee prospect research and identification of new funding opportunities to expand and diversify Global Witness's donor pipeline.
- Collaborate with leadership, Board, Advisory Council and internal stakeholders to mobilise the full fundraising potential of the organisation.
- Ensure integrated planning with financial, programme, communications and policy teams to maximise synergy and avoid silos.
- Oversee preparation of income pipeline forecasts, budgets, and scenario analyses in conjunction with the CFO and wider senior leadership.
- Monitor fundraising risks and communicate mitigation plans effectively.



KEY RESPONSIBILITIES (CONTINUED)

Performance, Governance & Compliance

- Develop, embed and maintain robust performance frameworks, KPIs, dashboards, and reporting systems to monitor progress, spot gaps and steer corrective action.
- Present regular, insightful reports to the Leadership Team, the Finance & Remuneration Committee and Board, highlighting income performance, prospects, risks, cost efficiency, and strategic gaps.
- Ensure all fundraising practices comply with ethical standards, the Code of Fundraising Practice, data protection regulations (e.g. GDPR), and relevant legal frameworks.
- Ensure clear and transparent cross-organisational processes so that the organisation can respond swiftly and effectively to new opportunities.

Team Leadership & Culture

- Lead, inspire and develop a geographically dispersed team of fundraising professionals, promoting high performance, collaboration, accountability, and psychological safety.
- Coach and support heads of units, fostering effective cross-team coordination and a shared culture of innovation.
- Ensure team members have clear goals, performance metrics, development plans, and the resources to succeed.
- Cultivate a diverse and inclusive talent pipeline, attracting, retaining and growing people with varied backgrounds and perspectives.
- Promote a strong values-based culture across the fundraising function, where risk-taking, learning from failure, transparency and collaboration are encouraged.



PUTTING PEOPLE AT THE CENTRE OF SOLVING THE CLIMATE CRISIS

PERSON SPECIFICATION

KNOWLEDGE & EXPERIENCE

Essential

- Significant experience in a strategic fundraising role gained at executive level, likely within an international, human rights and/or climate charity.
- Proven experience of developing and leading on the delivery of an ambitious and innovative fundraising strategy that has led to an increase in income.
- Experience of building and leading diverse, high-performing fundraising teams across multiple locations, including the creation of a collaborative culture where people are empowered, respected and accountable, and inspired to deliver excellence and ambitious results.
- Successful track record of building and managing influential external relationships, with the ability to articulate the mission with credibility to inspire new audiences and drive sustainable income growth.
- Proven experience in establishing a range of strategic performance tools, including setting clear, meaningful metrics to evaluate impact and performance, and inspire a culture of recognition, accountability and continuous improvement.

Desirable

- A personal track record of building relationships with a diverse range of philanthropic funders in the US, UK and internationally within climate and/or human rights.
- Understanding of global political, social, economic, human rights and environmental issues in Global Witness's area of work.

SKILLS & ABILITIES

- The ability to work in a fast paced, complex environment with competing priorities, make sound judgements and take accountability for these.
- Measures own success in terms of funds raised and impact achieved, and is motivated by delivering financial results.
- Demonstrable creative written and verbal storytelling and wider communication skills.
- Extremely well developed organisational and planning skills with excellent attention to detail.
- A strategic thinker with the ability to make things happen, both personally and through others.
- Recognised ability to develop, build and maintain effective working relationships with a diverse range of internal and external people and organisations.

BEHAVIOURS

- Personal commitment to diversity and inclusion and willingness to engage in transformative approaches towards a more just organisation.
- 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 proven collaborative approach to achieving goals and objectives.
- A commitment to and ability to role model Global Witness's values of courage, kindness, inclusion and belonging and collaboration.

TERMS OF APPOINTMENT

SALARY Circa £115,000 per annum

CONTRACT Permanent, full-time

LOCATION We operate a hybrid working model which requires at least 2 days in our office based in Bethnal Green, London.

ANNUAL LEAVE 25 days a year and 8 public holidays pro-rated for if you work part time or compressed hours.

PENSION We make an employer contribution of 7% and you contribute 1%, but you can increase your contribution.

ADDITIONAL

- We are currently in the first year of a shorter working week pilot where everyone works 30 hours Monday to Thursday with Friday off with no impact on full time salary
- We have a union recognition agreement with Unite, meaning that Unite is the officially recognised union for UK based staff.
- Bike to work scheme
- Eye tests
- Season ticket loan
- Gender neutral parent leave with up to six months after 12 months service
- Family friendly policies

HOW TO APPLY

Tall Roots is acting as an employment agency partner to Global Witness. Applications should be made online at

www.tallroots.co.uk/gw-director-fundraising and include:

- a CV.
- Covering letter (no more than two pages), explaining your motivation for applying for the role, along with how you meet the Knowledge & Experience criteria in the Person Specification.

The closing date for applications is **Monday 3rd November.**

Preliminary interviews with Tall Roots will be held virtually on **Tuesday 11th & Wednesday 12th November 2025.**

Panel interviews with Global Witness will be held on **Thursday 27th November 2025.**

If you have any questions relating to the role or the process or would like any adjustments made to accommodate your needs, please contact Mark Crowley at Tall Roots by email at mark.crowley@tallroots.co.uk.

**We look forward to
working with you
to build a Global
Witness that is ever
more adaptive,
resilient, and set up
to thrive in an era of
global crises.**

globalwitness.org



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