

CO-DIRECTORS OF CAMPAIGNS

Candidate Pack

October 2023

global witness 




TALL ROOTS

WELCOME

Dear Candidate

Thank you for your interest in becoming our Co-Director of Campaigns at Global Witness.

This is an exciting time to be part of the Global Witness team. In recent years we've shifted our direction as an organisation towards dismantling the powers of polluters and defending and building the power of people.

We've explored **new and creative pathways** to influence the climate debate. We're showing up in ways that bring a more **human story** which connects people with issues that can seem impersonal and abstract. We've refined our investigate-expose-advocate model, using pacier investigations that draw on cutting edge data driven techniques.

We've trialled different approaches to communicating what our investigations revealed – working harder to reach those that we need to persuade as well as those that already agree. We have thought more deeply about how we bring others into those discussions and having been building platforms to elevate the voices of others.

We decided we wanted to be an organisation that others could count on to move at speed and scale to respond to external events and adapt with the fluidity of the shape-shifting climate debate itself.

We also recognised that to be the best version of ourselves, we needed to be as **collaborative and inclusive** within as without – operating as a team with one purpose. We have one organisation strategy where everyone who works at Global Witness can see how they contribute to our mission and vision.

Of course, we haven't always got this right. But, we've made sure to pause and reflect at regular intervals making sure we take the key lessons learned to adapt or change how we work and how we get things done.

We recognise that no one person can, or should, have all the answers; and that to truly tackle the climate emergency, we must seek out new models of leadership.

By sharing power, our new Co-Directors of Campaigns will combine their knowledge and personal experiences to be effective in changing systems and **working towards a more sustainable, just and equal planet.** We therefore need leaders who bring a low-ego and high trust style, and who recognise the unique benefits that a co-leadership model offers.

As Global Witness' CEO it is an immense privilege to be able to tell you about Global Witness and who we are and who we are becoming. I hope that you want to be a part of that journey.

Mike Davis
Chief Executive Officer



ABOUT US

As an *investigative campaign group* we take on the negative forces driving the climate emergency and find opportunities for the systemic change we need.

Our starting point is that we believe the climate emergency is one sided and the architects of the planetary meltdown have a hand on the pen when governments write new rules that promise action to address it. The role of Global Witness is to be part of a movement to shift the balance of power from polluters profiting most from the climate emergency to the people most adversely affected.

OUR CAMPAIGNS

We work to hold companies and governments to account for their destruction of the environment, their disregard for the planet and their failure to protect human rights via campaigns to:

- curb the flow of finance enabling destruction of climate-critical tropical forests
- expose a global energy system that benefits oil companies whilst keeping the rest of us dependent on oil and gas, even when their costs have become unaffordable
- challenge industry efforts to present fossil gas as climate-friendly
- end corporate complicity in environmental and human rights abuses
- protect land and environmental defenders standing up to climate-wrecking industries
- tackle the spread of division, hate and disinformation on digital platforms
- end corporate corruption and ensure companies in the natural resource sector can no longer operate above the law



HOW WE WORK

We have just under 100 staff, and offices in London, Washington DC and Brussels. We work with a global network of partners and allies, from land and environmental defenders in the Philippines and Brazil through to civil society organisations in Democratic Republic of Congo.

**Our methodology is: find the facts,
expose the story, change the system.**

And in 2022 we continued to refine this methodology by using pacier investigations that increasingly draw on cutting edge, data-driven techniques. We continue to experiment in different approaches to communicating what our investigations reveal – working harder to reach those we need to persuade as well as those who already agree. We continue to think deeply about how we bring our partners into discussions with lawmakers and officials.

- In August 2022, we published an investigation into TotalEnergies' Siberian gas production at Termokarstovoye, which Total maintained after the invasion on the grounds that it was required for European energy security. Our investigation, co-published with Le Monde, revealed links between that production and Russian military attacks on Ukrainian civilians, which Total later denied. Following a wave of media coverage, French politicians and a government minister called for official inquiries. On August 26, Total finally announced it was selling the Termokarstovoye field and its 49% stake in the associated company, TerNefteGaz. A coalition of NGOs subsequently filed a criminal complaint against Total for alleged complicity in war crimes based on that investigation, with the National Anti-Terrorism Prosecutor's Office in Paris.
- Following on from our work with Corporate Europe Observatory and Corporate Accountability at COP26, we once again set out to put a number on the fossil fuel lobbyists attending the world's most important climate talks. The story made a huge splash, launching with the BBC and hundreds of subsequent media stories. A number of follow up stories emerged from the research, including the absurd revelation that Bernard Looney, the CEO of BP at the time, attended COP as an official delegate of the African state of Mauritania.
- In September 2022, we revealed how major international household names including Cargill, Hershey's, Kellogg, Nestlé and PepsiCo were sourcing palm oil linked to violent campaigns to silence Indigenous communities, fraudulent land grabs, and intimidation and harassment in the Brazilian state of Pará. Encouragingly, in the weeks after we released these findings, a number of those companies told us they were suspending purchases from the Brazilian palm oil producers.
- Our Poisoned Mountains report used cutting-edge analysis of satellite imagery to document a massive expansion of illegal rare earth mines in northern Myanmar. Our investigation showed how this mining boom has led to the poisoning of surrounding land and waterways, seizure of communities, and decimation of wildlife. Our research prompted multiple companies to re-examine the supply chain of their battery products and has given activist investor groups and environmental organisations new information with which to lobby companies involved in the rare earth's supply chain.

This work is made possible by our dedicated External Engagement, Operations, People and Legal teams.



JOB DESCRIPTION

JOB PURPOSE

You will co-lead our campaign and communications work, providing direction and strategic leadership to campaign and communication teams. As co-leaders you will have joint accountability and responsibility for Global Witness' campaign strategy and performance.

You will be an active and effective leadership team member setting the organisational direction and engaging and inspiring others. You will ensure financial sustainability, create an inclusive workplace, and ensure that those we work with experience the best of Global Witness.

KEY RESPONSIBILITIES

Organisational leadership

- Provide strategic leadership to Global Witness contributing actively to strategy, decision-making and transformation as part of the Leadership Team.
- Manage organisation risk (reputation, legal, financial, people and security).
- Lead by example, exhibiting inclusive and decisive leadership.
- Work with Leadership Team colleagues to develop a supportive working culture.
- Proactively scan the external environment, bringing in best practice approaches from outside the organisation.

- Regularly represent Global Witness' work and build our profile and brand with media and decision-makers within high-level and expert circles.
- Develop, build, and maintain productive relationships with a broad range of external people, communities, and partners.

Campaign leadership

- Foster a culture of accountability, shared power, and collaboration internally and externally.
- Accountable and responsible for campaign strategy, performance, quality and management of risk.
- In partnership with the Director of Campaigns you will successfully share responsibility and ownership for campaign projects and key moments.
- Ensure that campaign strategies achieve impact and change.
- Proactively build Global Witness' external profile and brand.
- Develop and support, coach and guide your line reports.
- Identify opportunities for and implement and communicate cross campaign collaboration and learning.
- Ensure consistent standards and approaches are applied across campaign teams and its work.
- Enable a culture of learning and work with others to embed key learning and lessons learned.
- Actively support the External Engagement team by representing our work to funders.



KEY RESPONSIBILITIES (CONTINUED)

Management (people, finance, and resources)

- Develop and support your line reports to function as a cohesive and collaborative group.
- Provide leadership, management, support, and direction to all line reports.
- Ensure line reports are exercising effective and responsible budget management.
- Ensure line reports are making effective decisions which support the organisation's strategy and its strategic priorities.
- Accountable for the performance, behaviour and standards of yourself, your line reports and the organisation – ensuring that the culture in your teams reflects that of Global Witness as an organisation.
- Ensure that Global Witness attracts, retains, and develops a broad and diverse range of talent.

WAYS OF WORKING

You will:

- Keep up to date with external trends and developments.
- Ask and act on feedback to learn and develop regularly.
- Pursue opportunities to innovate, test and develop new approaches.
- Take a proactive approach to developing your professional knowledge, skills, and experience.
- Work pro-actively to engage and inspire others to support the organisation in meeting its strategy and priorities.
- Demonstrate and role model a strong commitment to creating a diverse and inclusive workplace.
- You and your teams work within Global Witness policies and procedures at all times, including confidentiality, source protection and security, legal and contractual requirements and general office procedures.

PUTTING PEOPLE AT THE CENTRE OF SOLVING THE CLIMATE CRISIS



PERSON SPECIFICATION

KNOWLEDGE, SKILLS & EXPERIENCE

- Significant strategic campaigns experience, with deep knowledge of the design, implementation and leadership of climate, environmental and/or human rights campaigns.
- An excellent understanding of the horizon and opportunities in Global Witness' area of work, including the ability to identify the implication of global issues and emerging trends relevant to our current and future objectives.
- Experienced in building and managing diverse teams, with a proven commitment to creating trust, empowerment, and professional growth.
- Experience in building effective partnerships with civil society organisations, coalitions and other relevant groups working in the climate sector.
- Experience in contributing to the overall leadership of an organisation including ensuring financial stability, risk management, and creation of inclusive cultures.
- Experience in managing change and an understanding of how change happens in social justice organisations.
- Strong experience in developing budgets, tracking costs, and forecasting spending in your work.

PERSONAL ATTRIBUTES & BEHAVIOURS

- A strong personal commitment to the principles and ethos of co-leadership.
- You have a low-ego style and display strong self-awareness, including an understanding your strengths, limitations, and your impact on others.
- Passionate about advancing equitable and transformative solutions to the climate emergency.
- The ability to embrace complexity and uncertainty, encourage challenge, and handle conflict constructively.
- Able to break down barriers to getting things done while always operating with integrity.
- You have a proven collaborative and inclusive approach to achieving shared goals and objectives.
- The ability to develop deep and high-trust relationships.
- You demonstrate an open and transparent approach to leadership and communication with an excellent ability to judge how and when information is shared and communicated.
- You encourage feedback and act as a role model for this.
- You display an affinity to the Global Witness values and actively participate in Global Witness' diversity and inclusion journey.

TERMS OF APPOINTMENT

SALARY	£94,069 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.
ANNUAL LEAVE	25 days a year and 8 public holidays pro-rated for if you work part time or compressed hours. The office typically closes between Christmas and New Year and employees do not take these days from their annual leave allowance.
PENSION	We make an employer contribution of 7% and you contribute 1%, but you can increase your contribution.
ADDITIONAL	▪ Private health insurance for contracts six months or more. ▪ We have a union recognition agreement with Unite, meaning that Unite is the officially recognised union for UK based staff. ▪ Bike to work scheme. ▪ Season ticket loans. ▪ Eye tests. ▪ 2 paid days per year to volunteer for a cause that is important to you. ▪ You can take a wellbeing day once a quarter. ▪ Family friendly policies.

HOW TO APPLY

Tall Roots is acting as an employment agency partner to Global Witness. We welcome applications from individuals, as well as joint applications (in this case applications should be made independently, referencing your co-leader). Applications should be made online at www.tallroots.co.uk 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, Skills & Experience criteria in the Person Specification.

The closing date for applications is **Friday 24th November 2023.**

Preliminary interviews with Tall Roots will be held virtually during **w/c 4th December 2023.**

Psychometric assessments & panel interviews with Global Witness will be held during **early January 2024.**

Potential Co-Directors will be invited to meet by mutual consent following the panel interviews. There may be additional steps in early January, including an opportunity to present your suggested approach to the selection panel as co-leaders.

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.



TALL ROOTS



Tall Roots Search

Recruiting exceptional leaders for inspiring organisations

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www.tallroots.co.uk