

Job Description

Job title:	Campaign Strategy Lead – Land & Environmental Defenders (LED)
Reporting to:	Co-Director of Campaigns
Direct reports:	Up to six direct reports based in UK, Spain, US, Belgium and the Philippines
Location:	London with overseas travel with at least two days a week in our Bethnal Green office

Role Summary

To lead the Land and Environmental Defenders global team whose focus is to accelerate international action to increase recognition and protection of land and environmental defenders standing up to climate wrecking industries.

Key responsibilities and accountabilities

Campaign Strategy Leadership

- Fosters a team culture of accountability and collaboration
- Responsible and accountable for delivery and development of the LED team plan (key milestones, timescales, budget, and donor commitments) performance, quality, and management of risk. This includes ensuring:
 - i. Campaigns and investigations are strategic, impactful and produced to Global Witness standards
 - ii. Campaigns and Investigations are fair, ethical, and safe
 - iii. Work is delivered to agreed timescales and budgets and meet required donor commitments
 - iv. The team actively contributes more broadly to the organisation
 - v. Nurturing a team culture which is adaptive and dynamic in spotting new influencing opportunities and being astute to key external developments
- Leads the team to achieve impact and systemic change using a balance of proven and innovative advocacy, campaign and investigative techniques and approaches
- Proactively develops and accesses diverse networks to create campaign opportunities, build knowledge and insight, and explore innovative partnerships and interventions

- Regularly evaluates and updates the team plan to respond to the internal and external environment
- Identify opportunities for and implements cross-campaign collaboration and learning and embeds learning and lessons learned
- Builds the external profile of the LED campaign and broader organisation through regular networking, events and thought leadership
- Ensures the voices and strategies of those most affected and other key stakeholders are heard and reflected through inclusive partnerships, campaign strategies and communications
- Enables and supports the strategic communications team to deliver the communications plan for the campaign
- Actively contributes to and supports fundraising activities for the campaign and the broader organisation

Leadership

- As part of the leadership community, contributes to the leadership of Global Witness
- Manages organisation risk (reputation, legal, financial, people and security)
- Lead by example, showing inclusive and decisive leadership
- Proactively scan the external environment, bringing in best practice approaches from outside the organisation
- Regularly represent Global Witness' work to build our profile and brand with media, donors, and decision-makers within high-level and expert circles

Management (people, finance, and resources)

- Develop and support your line reports to function as a cohesive, dynamic and collaborative team.
- Develop, support, coach and guide your line reports including for example through objective setting, appraisals, and where necessary performance management
- Accountable for the performance, behaviours, and standards of you and your line reports, ensuring that the culture in your team reflects that of Global Witness as an organisation
- Ensure that Global Witness attracts, keeps, and develops a broad and diverse range of talent

- Prepares and oversees an annual budget, including regular reforecasting, exercises good budgetary control
- Prepare and oversees an annual budget, including regular reforecasting, exercising good budgetary control and, highlights risk in a timely manner.

Ways of working

- 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
- Proactively develops your professional knowledge, skills, and experience
- Work within Global Witness policies and procedures, including confidentiality, source protection and security, legal and contractual requirements, and general office procedures
- Displays the Global Witness values of courage, inclusion and belonging, kindness and collaboration in all interactions internally and externally
- Make a positive contribution to the organisation's strategy by playing an active role in organisation-wide working groups and meetings
- Work collaboratively across campaigns and the organisation to find and make connections and solve problems
- Collaborate with colleagues across Global Witness to deliver our vision and organisation strategy
- Actively contributes to creating an inclusive, equitable, and diverse workplace

Other

- Any other duties equal to the skills and responsibilities for this role as directed by the Co-Directors of Campaigns
- This role involves international travel and from time to time out of hours work and events

Person Specification

Essential skills, knowledge, and experience

- Displays significant advocacy, investigations, or campaign communication leadership experience with proven impact
- Strong of relationship and network building skills with a range of key stakeholders including civil society organisations, decision makers, and donors.
- Demonstrable experience in creating a culture of teamwork where people feel empowered, respected, valued and accountable for the work they do

- Experience in developing budgets, tracking costs, and forecasting spending in your work
- Excellent written and verbal communication skills – experience of producing high quality written materials and of representing your organisation or team on public platforms
- Demonstrates excellent prioritisation, organisation, problem-solving and planning skills
- Adaptable, flexible, manages change and uncertainty
- Proven track record building positive relationships and managing conflict to positive resolution
- Role models Global Witness values courage, collaboration, kindness inclusion and belonging and actively takes part in the organisation's diversity and inclusion journey
- Displays self-awareness and understands own strengths and development areas, impact on others and the limits of own experience
- Excellent IT skills (Microsoft Office, Microsoft Teams)

Desirable

- Experience of handling libel checks and reacting to legal threats
- Experience of considering and mitigating security risks
- Additional language e.g., French, Spanish or Portuguese.