

Job title:	Co-Head of Investigations
Reports to:	Deputy Director of Campaigns
Direct Reports	Senior Investigators
Job Level:	17
Location:	London

Role Purpose

The Co-Head of Investigations provides strategic and operational leadership to Global Witness's Investigations function, working collaboratively with the other Co-Head of Investigations to shape priorities, develop high-impact investigative work and ensure the team's expertise and resources are deployed effectively. The role is responsible for maintaining the highest standards of editorial quality, accuracy, ethics and risk management, while creating an environment that encourages ambitious, innovative and impactful investigations.

Working closely with Campaigns, Policy, Strategic Communications, Partnerships, Data Investigations and Fundraising, the Co-Head of Investigations ensures investigative work contributes directly to Global Witness's organisational strategy, campaign priorities and wider impact. The role provides strong editorial judgement and oversight across the investigations pipeline, ensuring emerging opportunities are identified, risks are appropriately managed and investigations are delivered to the highest professional and legal standards.

The Co-Head of Investigations also leads and develops a high-performing, inclusive and collaborative team, supporting investigators to build their skills, share expertise and produce compelling investigations that drive change. Through effective co-leadership, external representation and cross-organisational collaboration, the role strengthens the reputation and influence of Global Witness's investigations and contributes to its mission to expose and challenge the forces driving inequality, environmental destruction and human rights abuses.

Key Responsibilities**Investigations Delivery**

- Sets investigations priorities and oversees the development of different types of investigations aligned with organisational goals and in collaboration with relevant teams
- When required, take on responsibility for managing a particular issue for Global Witness priority as defined by the Director of Campaigns
- Jointly manage the Investigations Team working closely with the other Co-Head of Investigations
- Collaborate with the Head of Data Investigations to ensure that the investigations function as a whole is leveraging the full suite of our data analysis and research capabilities
- Actively support the delivery of Global Witness' priorities, organisation strategy and impact through liaising and co-coordinating with other Heads of and Directors of Campaigns

Editorial Review & Risk Mitigation

- Accountable for editorial quality and control of investigations
- Approve investigation ideas ensuring these are impactful and in line with Global Witness strategic aims
- Provide editorial oversight of investigations, ensuring they are of the highest quality in standards and ethics, as well as in line with legal advice
- Develop and implement ways of working to encourage innovative and responsive investigations ideas from the team
- Responsible for ensuring the investigations team and investigative content amplifies our partnerships where appropriate and is developed working with relevant partners from an early stage, in close collaboration with the Partnerships Team
- Ensure risks associated with investigations are anticipated, mitigated or managed, including but not limited to the risks of defamation and libel, and source protection
- Ensure thorough risk assessments for investigations implementing appropriate risk prevention and mitigation measures including security risks and legal risks

Team Management

- Collaborate closely with the other Co-Head of Investigations to ensure the team's investigative skills, expertise and capacity are deployed effectively
- Develop and implement effective ways of working and coordination across the investigations team, ensuring the investigations pipeline responds to external developments, delivers impact, supports campaign goals and priorities, and encourages creativity and bold ideas.
- Manage resource deployment and workplan prioritization of investigators to ensure Global Witness's priorities are delivered
- Regularly reviews workplans to ensure workload is distributed evenly and re-prioritised where required
- Responsibility for all aspects of team management including regular performance reviews (continuous learning framework), objective setting, managing performance issues in a timely manner, recruitment and individual and team development
- Responsible for supporting development of budgets and reforecasts and for ensuring expenditures are in line with approved team budget
- Responsible for ensuring team members support the development of Global Witness' culture and values
- Ensure contribution of team to organisation is aligned with Global Witness' mission, strategic aims and internal policies

Support skills building and best practice in investigations

- Develop team members skills
- Stay up to date with latest developments relevant for our investigations
- Responsible for ensuring Global Witness's investigative content is DEI aligned
- Responsible for cultivating a team culture where creativity, collaboration and curiosity across different issues is typical

Cross-team Collaboration

- Ensure the investigations team collaborates effectively with other teams and departments across the organization and avoiding siloed ways of working, including through developing strong working relationships with the partnerships, policy and



campaigning, and strategic communication teams

- Support effective collaboration between the investigations and fundraising teams by providing timely information, tracking donor deliverables, and contributing to fundraising proposals and donor reporting.

External relationships

- Represent Global Witness externally in a range of forums including in the media and with current and potential donors as required
- Build and maintain a network of contacts to share learning and intelligence, collaborate and build the reputation of Global Witness
- Develop the reputation of Global Witness's investigations

Ways of working and collaborating

- Work proactively to support the organisation in meeting its purpose, strategy, and priorities
- Works in line with the Global Witness values of courage, inclusion and belonging, kindness and collaboration in all interactions internally and externally
- Work collaboratively and positively across the team and whole organisation contributing to cross organisation projects, key events, and initiatives
- Responds to challenge, explores new ideas and takes initiative in all aspects of teamwork
- Builds and maintains positive relationships with diverse range of external allies and partners
- Demonstrates an active commitment to creating a diverse and inclusive workplace
- Work within Global Witness policies and procedures at all times, including confidentiality, source protection and security, legal and contractual requirements, and office procedures.

Other

Carries out any other duties equal to the skills and responsibilities required for this role as directed by the Campaign Director

Person Specification

Essential

- Significant investigations, news media or campaign communication management with demonstrable impact
- Demonstrable experience in managing complex as well as fast-paced responsive reporting and publication of outputs
- Proven experience in applying editorial judgment in commissioning impactful investigations, identifying emerging trends, and responding to strategic opportunities
- Proven experience managing and building teams, ensuring colleagues feel respected, supported and motivated, and where everyone's contribution counts
- Experience and understanding of equitable partnerships with civil society organisations and coalitions
- Experience in assessing, preventing, mitigating and responding to risks including handling libel checks and reacting to legal threats, and security risks
- Experience of overseeing production of high-quality, accurate, written materials in line with legal, ethical and quality control guidelines and standards.
- Financial literacy and experience in developing and managing budgets, tracking costs, and forecasting spending
- Excellent written and verbal communication skills
- Demonstrates excellent prioritisation, organisation, problem-solving and planning skills, working effectively under pressure
- Adaptable, flexible, manages change and uncertainty
- Shows self-awareness, with a good understanding of your strengths, areas for growth and impact on others
- Shares our values and is committed to contributing to our diversity, equity and inclusion journey
- Right to work in the UK

Desirable

- Experience in overseeing publication of compelling investigations on corporate abuse, climate, environmental and human rights concerns

- International experience in working in Global Majority countries
- Competency and experience with use of large data sets and analysis
- Fluency in another language, particularly, Portuguese, Spanish or French
- Experience in co-leadership