

Job opening: Executive Director

About this role

ECC's Executive Director is retiring, after eight years with the organisation. This creates an exciting opportunity for a new leader to guide the organisation through its next phase of development, building from a position of strength. The organisation is in the first year of a clear and ambitious three-year strategy, with a strong core team of staff and a healthy financial position.

The outgoing Executive Director was previously the organisation's Advocacy Director, and continued to deliver both functions within one role. For this reason the Board of Trustees is advertising the position in two configurations. Applicants are welcome to express an interest in either:

- **Option A — Part-time Executive Director.** A 0.6 FTE part-time post which is a leadership and management role only, and does not include delivering the advocacy activities of the organisation. These will be undertaken by a separate part-time Advocacy Director, who carries the advocacy responsibilities covered by the associated Advocacy Director job description.
- **Option B — Full-time Executive Director.** A single full-time post in which the successful candidate takes on *both* the part-time Executive Director role and the responsibilities of the part-time Advocacy Director role being advertised concurrently. The successful candidate must meet the person specification requirements of BOTH roles.

Starting salary:	IRO £68,200 full time, dependent on experience / £40,920 at 0.6 FTE. A London weighting will be applied where applicable.
Working hours:	Full time 40 hour week / 24 hours at 0.6 FTE, typically 10am – 6pm but with significant flexibility. Part-time hours to be distributed across the week as agreed in advance.
Role purpose:	The Executive Director is Every Casualty Counts' most senior member of staff and the public face of the organisation. The postholder holds overall responsibility for our strategy, impact, income, people, finances and reputation, leading a small, expert and committed team and working closely with Trustees, funders and partners around the world.
Location:	Fully remote, WFH. Must be UK-based and have the right to work in the UK. Unfortunately we cannot sponsor a visa.

Contract:	Permanent, with six month probation period.
Travel:	Occasional UK and international travel required
Pension:	In accordance with Part 1 of the Pensions Act 2008. All eligible employees are added to the auto-enrolment stakeholder pension scheme as appropriate. ECW will match your pension contributions up to 8%. Employees have the option to opt out of the scheme.
Reports to:	Board of Trustees.
Line manages:	The staff team, including the Senior Operations Manager, Network Director, and under Option B the Advocacy Director.
Key relationships:	Trustees, funders and donors (trusts, foundations, institutional and individual). Members of the Casualty Recorders Network and partner organisations worldwide. The United Nations, governments and intergovernmental bodies Coalitions, peer organisations, academic and technical experts, and the media.

Note: What this role does not include

Day-to-day operations, financial administration, HR administration, IT, communications and marketing delivery, monitoring and evaluation systems, and the administration of compliance and governance are delegated to the Senior Operations Manager. The Executive Director retains ultimate accountability for these areas but is not responsible for their hands-on delivery.

Under Option B, the Advocacy Director leads delivery of ECC's advocacy strategy and reports to the Executive Director. The Executive Director retains overall organisational accountability and ensures advocacy is aligned with ECC's strategy, funding, risk appetite, and public positioning.



About us

Every Casualty Counts is a registered charity and the only organisation in the world focused exclusively on ensuring that every casualty of armed violence, conflict and gross human rights violations, is recorded, recognised and acknowledged.

We were first established in 2007 as a programme of the Oxford Research Group, before becoming an independent organisation in 2014. We set the original international standards for the field of casualty recording through our Standards for Casualty Recording, first published in 2016.

Based in the UK and working with partners worldwide, we convene a global network of casualty recording organisations. Through the Casualty Recorders Network we provide training, expertise, resources, technical guidance and solidarity to practitioners. We also conduct national and international advocacy to increase states' recognition and implementation of their legal obligations to record casualties of armed conflict. We work routinely with UN institutions in Geneva and New York, and hold Special Consultative Status with the UN Economic and Social Council (ECOSOC). We are not affiliated to any political organisation or movement.

Every Casualty Counts is a trading name of Every Casualty Worldwide, a charity registered with the Charity Commission of England and Wales (No. 1166974) and a company limited by guarantee (No. 09082055), qualified for IRC 501(c)(3) equivalency status in the USA.

Key responsibilities

The Executive Director will work closely with the Board and the Senior Operations Manager to ensure the successful delivery of ECC's mission and activities. This will include responsibility for:

1. Strategic leadership and vision

- Lead the development and delivery of ECC's strategy in partnership with the Board, translating our mission into clear objectives and measurable impact.
- Anticipate developments in conflict, technology and the wider human rights landscape, and position ECC to respond.
- Act as the principal ambassador and spokesperson for ECC and for casualty recording globally.
- Represent ECC publicly and with the media, building the organisation's profile and credibility.

2. Fundraising and income generation

- Own ECC's fundraising strategy and drive the diversification of income across trusts, foundations, institutional donors and individuals.
- Cultivate and steward major funders, taking personal responsibility for the most significant relationships and bids.
- Set the standard for grant management, reporting and donor compliance, supported operationally by the Senior Operations Manager.

3. Programmes and the Casualty Recorders Network

- Provide strategic direction for ECC's programmes of support, training and research for casualty recording practitioners, in collaboration with the Network Director.
- Champion and steward the Casualty Recorders Network, ensuring members are supported, connected and equipped with shared standards and best practice.
- Keep the safety, security and duty of care of partners and staff working in high-risk contexts central to decision-making.
- Provide strategic direction for ECC's advocacy programmes and activities, in collaboration with the Advocacy Director.

4. Financial sustainability, governance and risk

- Hold delegated responsibility for ECC's financial health, budgets and long-term sustainability, setting financial strategy and approving budgets for Board sign-off.
- Work with and report to the Board, ensuring excellent governance and compliance with charity and company law.
- Maintain effective risk management, safeguarding, data protection and security appropriate to the nature of our work, with day-to-day administration delegated to the Senior Operations Manager.

5. Leadership of people, culture and wellbeing

- Lead, manage and develop a small, dispersed and highly committed team, fostering an inclusive, supportive and high-performing culture.
- Ensure effective organisational systems and planning, working through the Senior Operations Manager who leads day-to-day operations.
- Build and sustain trusted relationships with funders, partners, peer organisations and sector leaders.

Person specification

Experience & Qualifications

- Significant experience (15+ years) in the international humanitarian / human rights / peace and security sectors.
- Senior leadership experience in an international NGO, charity or comparable setting, with a demonstrable track record of impact.
- A track record of successful fundraising and income generation, including from trusts, foundations, governments, and the public.
- Strong strategic, financial and operational leadership capability, including budget-holding responsibility.
- Experience of working with, and reporting to, a board of trustees or non-executive board.
- A collaborative leadership style that brings out the best in a small and dispersed team of experts – a ‘first among equals’.

Skills and Competencies

- Knowledge of relevant policy areas at the national and international level.
- Excellent political judgment and the ability to operate with sensitivity and credibility across party lines, multilateral actors, and in complex geopolitical environments.
- Outstanding written and verbal communication skills: ability to communicate ECC’s mission clearly and credibly to funders, partners, media, policymakers, and the wider public.
- Strong analytical skills: ability to synthesise and absorb complex political, legal, and data-heavy material quickly.
- Comfortable operating in a small organisation — confident working independently, managing competing priorities, and delivering high-quality output with limited support.

Personal Attributes

- An inspiring and credible communicator and ambassador, comfortable representing an organisation publicly and with the media.
- A strategic thinker who can translate vision into deliverable plans.
- Excellent people leadership, with the emotional intelligence to lead a small team working remotely.
- Sound judgement, integrity and discretion, including on sensitive and security-related matters.

- Collaborative, culturally sensitive, and able to work effectively with diverse partners around the world.
- Well-connected within relevant sectors in human rights, humanitarian, or security fields.

Desirable criteria

- Knowledge of the casualty recording field, conflict documentation, or related areas such as transitional justice, missing persons, or international humanitarian and human rights law.
- Experience of working internationally in conflict-affected contexts with grassroots actors.
- Additional languages relevant to ECC's work – French, Spanish or Arabic.

How to apply

To apply, please send a CV and covering letter (no more than two pages) setting out how you meet the person specification to director@everycasualty.org.

Please indicate in the subject line whether you are applying for the part-time role (Option A), or the full-time role (Option B). If applying for the full-time role, please ensure you address the person specification of both the Executive Director and the Advocacy Director adverts.

Closing date: Midnight, 19 July 2026

We recognise that preparing job applications is a time-consuming process. Interested candidates are welcome to contact us for an informal and confidential conversation about the role before applying, so we can answer any questions you may have. Please contact director@everycasualty.org.

Equality, diversity and inclusion

Every Casualty Counts is committed to equality, diversity and inclusion. We welcome applications from all suitably qualified people regardless of age, disability, gender identity, race, religion or belief, sex or sexual orientation, and we particularly encourage applications from people whose backgrounds are under-represented in the human rights, peace and security sector. We are happy to discuss reasonable adjustments at any stage of the process.