

**Job description: Deputy Director of Campaigns**

<b>Job title:</b>	Deputy Director of Campaigns
<b>Reports to:</b>	Director of Campaigns
<b>Direct reports:</b>	3
<b>Contract:</b>	12 months Fixed Term (Maternity cover)
<b>Location:</b>	London, hybrid working with a minimum of 2 days a week in the office

**Role purpose**

As Deputy Director of Campaigns, you will provide leadership and management for a portfolio of skills teams which include the investigations teams (news and features), influencing teams (campaigning, policy and advocacy) or partnerships team, ensuring high-quality delivery, measurable impact, and alignment with our methodology, mission and strategy.

You will deputise for the Director of Campaigns when required, providing continuity of leadership and decision-making. Working closely with all teams across the organisation and external partners, you will play a key role in ensuring that our work is effective, collaborative, influential and demonstrates impact.

**Key responsibilities****Campaign delivery and management**

- Lead the planning and delivery of Global Witness's work
- Ensure outputs and activities are evidence-based, aligned with our methodology, well-designed, and positioned to achieve real-world impact
- Monitor performance, manage risk, and ensure outputs and activities are delivered to a high standard
- Foster collaboration and learning between teams, ensuring knowledge is shared and best practice is embedded

**Leadership and people management**

- Provide clear leadership, direction, and support to the Heads of and their teams.
- Coach, mentor, and develop staff to deliver at their best and grow in their roles
- Champion an inclusive, supportive, and high-performing team culture that reflects Global Witness's values.
- Deputise for the Director of Campaigns as required, including in leadership team discussions and external representation

**Strategic contribution**

- Contribute to the ongoing development of Global Witness's organisational and campaign work
- Provide insights on the external environment, identifying opportunities and risks that could shape campaign priorities

- Ensure campaign approaches are innovative, adaptive, and informed by learning and evidence
- Work closely with the Director of Campaigns and Deputy Director of Foresight & Impact to align priorities with organisational objectives.

### **Profile raising and external engagement**

- Regularly represent Global Witness externally with stakeholders relevant to your portfolio, including policymakers, civil society, and technical experts.
- Build and maintain partnerships that increase the reach, influence, and impact of Global Witness campaigns.
- Support the Communications team to amplify campaign outputs and strengthen Global Witness's profile within your areas of responsibility.

### **Fundraising and resource management**

- Collaborate with the Director of Campaigns and the Fundraising team to secure and sustain income for our work
- Contribute to donor reporting, funding proposals, and representation to funders as needed
- Ensure resources are used effectively and efficiently across campaign teams

### **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 general office procedures.

### **Other**

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

## **Person Specification**

### **Knowledge, skills, and experience**

- Significant experience leading investigative, advocacy or campaigning teams with proven impact.
- Strong track record in managing complex projects and teams to deliver results.
- Experience managing budgets, risks, and donor requirements.
- Skilled in coaching and supporting senior staff.
- Experience leading teams through periods of change, ambiguity, or uncertainty.

### **Personal qualities**

- Strategic, adaptable, and collaborative, with excellent judgement.
- Comfortable operating in complex and fast-changing contexts, with the resilience to manage ambiguity.
- A skilled communicator who can inspire confidence internally and externally.
- Inclusive and values-driven leadership style.
- Calm, steady, and supportive in leading others through change.
- Deeply committed to Global Witness's mission and values.