

- Role level: Global Director
  - Job Title: Global Director of People, Culture, and General Counsel
  - Location: Remote; this role sits within our Global People & Culture Team, which provides leadership and partnership to all of our teams in Europe, Australia, Asia, and North America and we welcome applications from candidates in the locations we have staff in (India, Australia, UK, Spain, France, Sweden, Germany, US)
  - Reports to: Executive Director
  - Employment Type: Full-time (non-exempt as applicable)
  - Hours per week: 35-40 hours (depending on local employment laws)
  - Compensation: Salaries at CPI are non-negotiable to counter inequity; starting salary based on 10+ years of experience and location (*to match our current [2024 salary bands](#)*)
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## About the Centre for Public Impact (CPI):

At the [Centre for Public Impact](#), we believe in the potential of government to bring about better outcomes for people. We are a global not-for-profit organisation, founded by the Boston Consulting Group, who serve as [a learning partner](#) for governments, public servants and the diverse network of changemakers who are leading the charge to reimagine government so that it works for everyone.

We are a small organisation, but our global footprint is expansive. Along with the [Europe team](#), we have a team in [Australia/ Aotearoa New Zealand](#), [Asia](#) and [North America](#). We are all aligned by the Global Hub operational team who provides people & culture, operational, finance, and communications partnership across the regions.

## Our Values:

- Curiosity - We champion exploration and creativity.
- Courage - We are authentic and brave in our decisions and actions.
- Collaboration - We share power and work together.
- Empathy - We embrace others' perspectives and experiences.

- Equity - We disrupt systemic barriers to shift power.

## Position Overview:

At CPI, we believe that our people are at the heart of our success. We are looking for a Global Director of People, Culture, and General Counsel who will champion a people-centred approach to drive our organisational culture, foster development, and prioritise diversity, equity, inclusion, and belonging (DEIB). In this dual role, you will lead our global HR function, supporting employee relations and engagement, while also serving as our in-house legal counsel on matters related to policies, contracts, global operations, and employee relations across our international footprint.

Our belief in diversity, equity, inclusion, and belonging (DEIB) is not just a buzzword - a core part of our mission. We seek a director who not only shares this commitment but also embodies it in their leadership. This role will be crucial in shaping our DEIB initiatives, driving strategic people and culture efforts. This is a critical role to ensure that CPI continues to be a place where people thrive, feel valued, and supported.

## Key Responsibilities:

1. Global People & Culture Strategy and Development:
  - a. Oversee the development and implementation of CPI's global People & Culture strategy, ensuring alignment with CPI's mission, values, and organisational goals and
  - b. Lead the advancement of people and culture systems, processes, and practices across all regions, fostering a sense of belonging across all.
  - c. Partner with regional leaders to tailor strategies that reflect local contexts while maintaining global consistency.
  - d. Regularly assess the effectiveness of organisational structures and recommend adjustments that support CPI's long-term goals.
2. Employee Experience and Engagement
  - a. Lead efforts to enhance employee engagement and well-being across all CPI regions, fostering a positive and inclusive work environment.
  - b. Oversee talent management strategies, including recruitment, retention, and succession planning, ensuring we attract and retain top talent.
  - c. Oversee the entire employee lifecycle, ensuring a positive experience for all CPI employees, from onboarding to offboarding.

- d. Lead organisational development initiatives that promote growth, learning, and adaptability within our teams and ensure that the organisation's talent and culture are key drivers of its success.
  - e.
3. Strategic DEIB Leadership
- a. Lead and enhance our global DEIB strategy, embedding it into all aspects of CPI's operations and culture.
  - b. Serve as a senior advisor to the executive team on DEIB matters, providing insights and strategies to promote an inclusive culture.
  - c. Cultivate a supportive and inclusive work environment focused on staff well-being and psychological safety.
  - d. Drive change management efforts, particularly in building robust DEIB and people and culture infrastructures.
4. Legal Counsel
- a. Provide legal counsel on employment law, contracts, global operations, and labour issues, ensuring compliance across CPI's international operations.
  - b. Manage risk by providing strategic legal advice related to global policies, contracts, and employee matters
  - c. Create, review, and update global People and Culture policies and procedures that align with local labour laws and best practices across different regions.
  - d. Ensure that all legal documentation and contracts are aligned with CPI's values, ensuring ethical and equitable standards are maintained across the organisation.
  - e. Serve as the primary point of contact with external law firms across multiple regions, ensuring effective coordination and management of legal matters worldwide.
5. Leadership and Collaboration
- a. Continuously innovate and improve CPI's People & Culture practices, drawing on global best practices and emerging trends.
  - b. Collaborate with global teams to assess the effectiveness of our People & Culture ensuring our People & Culture initiatives are aligned globally and culturally relevant locally.
  - c. Collaborate with regional and global teams to ensure alignment and cohesion across different offices and cultural contexts.
  - d. Build and nurture cross-functional partnerships to drive strategic initiatives that enhance both organisational culture and operational effectiveness.

The person we are looking for will:

- Have 10+ years of experience in a senior HR & DEIB experience, particularly in the non-profit/charity/social impact space.
- Hold at least 5 years of experience in a legal counsel or similar role, advising on HR-related legal matters.
- Possess a Juris Doctor (JD) and be licensed to practice law in at least one U.S. jurisdiction.
- Have significant experience in nonprofit law, including the development, review, and negotiation of contracts, compliance with relevant regulations, and governance.
- Be a people-focused leader with strong interpersonal skills and a passion for fostering positive, inclusive workplaces.
- Be committed to actively cultivating a culture of [equity, inclusion, and belonging](#) in the workplace.
- Have a track record of successfully developing and implementing people strategies that align with organisational goals.
- Be a strategic thinker with the ability to balance day-to-day HR responsibilities with long-term cultural and organisational development goals.
- Have experience working in a global organisation, with an understanding of the complexities of international organisations, labour laws, and HR practices.
- Possess excellent problem-solving skills and the ability to provide sound legal advice in complex situations.
- Exhibit flexibility and adaptability, with the ability to navigate change and lead in a dynamic, fast-paced environment.
- Have high integrity, with the ability to hold confidential information and conversations tightly.
- Have excellent interpersonal skills, including feeling confident building new relationships, and negotiating challenging conversations with directness and kindness at all levels of the organisation.
- Be comfortable with ambiguity and the complexity of our work, where anything is possible but not always known in advance
- Be committed to exploring and experimenting with different ways of working and how to build our culture into something we are all proud of.

## Salary, Benefits, and How to Apply

At the Centre for Public Impact, we are committed to countering pay inequality and recently completed a [global compensation](#) benchmarking process to ensure that we're paying our staff fairly and well for the roles that they hold and therefore, salaries at CPI are non-negotiable. Salary rises with experience, which includes work experience, educational experience, and lived experience.

CPI offers comprehensive benefits to its employees including a range of high-quality health, dental, and vision plans for individuals; employer contribution as applicable; 1,500 per year in dedicated professional development funds; generous paid leave and public holidays; paid parental leave and extended illness leave; and a year-end organisation-wide closure. We are a remote-first organisation and anticipate this position will require approximately 15% domestic and international travel.

To advance our purpose of reimagining government so that it works for everyone, CPI seeks to attract and support a diversity of backgrounds, experience, talent and thought. For this reason, we encourage applicants from all backgrounds to apply. This includes candidates that have previously found it hard to be considered for other positions on the basis of their qualifications, disabilities, personal background or life events. If you would like to apply for the position but see a barrier to joining us, please do apply and we will work with you to find a solution. You can also read our full Diversity, Equity and Inclusion Policy [here](#).

We are using Applied in order to reduce bias in our hiring process and ensure that we are shortlisting candidates based on their skills and ideas. Please note that we do not ask for a cover letter and instead, the application requires four paragraph-length answers. Your application will be anonymized for review. Although we ask for your CV, it will not be looked at until further down the process. Please apply by the closing date as the portal closes automatically and we will not be able to reopen it.

CPI is an equal opportunity employer. Applicants will not be discriminated against because of race, colour, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.