

# Project Manager (Campaigns)

Application pack  
March 2026



**Global  
Witness**



**Valued.**

Environmental activists hold signs against the reclamation of Manila Bay, in Quezon City, Metro Manila, Philippines, August 2022. Basilio Sepe

# Welcome

We are reshaping a lot at Global Witness right now, so it is an exciting time to join! We have a new strategy, a new structure, and I am putting together a small team that will sit at the intersection of monitoring, evaluation, learning, project management and foresight to help us be more agile and effective.

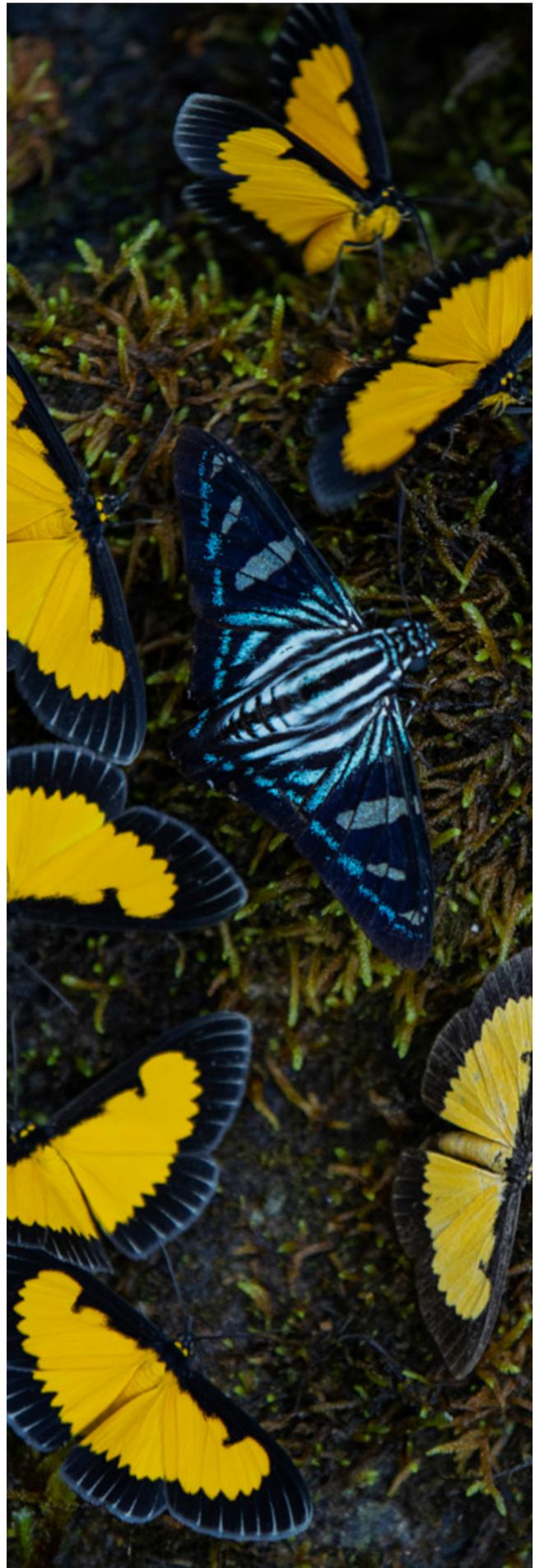
The work will be varied and experimental in many ways, you might help shape a grant results framework one week, working with partners or campaign teams the next, analysing evidence, improving systems, or helping us step back and look at the wider context through a foresight lens.

I am looking for people who are curious, thoughtful and proactive, who care about relationships and judgement as much as tools and frameworks, and who are comfortable challenging us to be better!

Lauren Burrows  
she/her  
Deputy Director of Impact



Photo showing intact forest and biodiversity in Acre state, Brazil, November 2020. Lalo de Almeida/Panos/Global Witness



# About us

We are an independent, global organisation of investigators and campaigners using cutting edge investigative methods. We shine a light on the financial and political systems that enable corporate abuses of power that harm people and planet.

## Our history

For over 30 years, Global Witness has pioneered an approach that merges bold investigations with determined campaigning to secure better protections for people and our planet.

We've gone undercover to unmask the violence and secretive deals that underpin the "blood diamond" industry. Our data-driven analysis has tracked the flow of commodities across the globe. And we've sought out powerful testimonies that tell the story of environmental harm and repression first-hand.

With three decades of campaigning for a fair and just planet under our belt, we reframed our focus in 2020 to address humanity's greatest challenge: the climate crisis.



With the perpetrators of attacks on defenders rarely punished in Mexico, activists like Isela Gonzalez Diaz, the Chairperson of Alianza Sierra Madre, find their work restricted by the threat of attacks. Thom Pierce | Guardian | Global Witness | UN Environment

## Global Witness now

As the climate emergency has accelerated over the decades, our work has gained new focus. Our sights are now set on the overlap between today's greatest existential threat, the climate crisis, and people – exposing those whose own interests are helping to worsen the climate emergency, and the communities who keep standing up to them, no matter the cost.

We work with the people who are directly impacted to ensure they are protected from threats when speaking out and included in climate decision-making as the world transitions to clean energy.

We have shared the stories of Indigenous Peoples and land environmental defenders, whose livelihoods have been irreparably shaken by agribusiness, mining and extreme weather events aggravated by fossil fuel emissions and we're campaigning for those same voices to be granted a seat at the table in key national and international decision-making spaces.

As part of the Kick Big Polluters Out coalition, we are using pioneering data-driven techniques to count the fossil fuel lobbyists flooding climate COP summits every year.

We're tracing how money continues to flow into destructive industries, be it western banks' investments that fund deforestation or convoluted shipping routes that keep Russian oil profits in play despite UN sanctions. We're lending our voice to calls for a just energy transition, lobbying hard to secure strong protections for the environment and communities that are impacted by critical mineral mining – an essential industry for the green energy transition, but one that must not be allowed to repeat historic harms.

And we're monitoring the growing scourge of climate disinformation, while calling for digital platforms to enshrine an online space that serves democracy.

In everything we do, we remain committed to challenging the power imbalances at the heart of the climate crisis.

## How we work

We have just under 90 staff, and offices in London, Washington D.C. and Brussels, and we have a presence in South America and Asia too.

Aerial image of Mu village, Pomio District, East New Britain Province  
Global Witness

## Our values

### Empowering

Amplifying, solidarity, care

### Fearless

Truth, honesty, risk

### Rigorous

Standards, accountability, learning

### Relentless

Focus, impact, persistence

## Our cultural priorities

### Adaptive intelligence

This is about being open about how we do things, continually learning and adapting as we need to in a more agile way.

### Disciplined focus

This is about making sure we are doing the right things for communities, partners and people.

### Collective impact

This is about being focussed on the impact we have and working together to achieve it, as one team.



Ramón gives a tour of the land in Columbia that his family owns, showing the diversity of flora that has been taken over by palm oil plantations. Thom Pierce | Guardian | Global Witness | UN Environment

# Job description

<b>Job title:</b>	Project Manager (Campaigns)	<b>Job band:</b>	KFH15
<b>Reports to:</b>	Deputy Director of Impact	<b>Location:</b>	London
<b>Direct reports:</b>	2		

## Role purpose

The role will contribute to strengthening the campaign function by establishing effective project and program management systems, processes, and practices that enable timely delivery of work, strong collaboration, and accountability to donors. The role will oversee project and grant management across teams, ensure budgets and resources are managed effectively. The role will also provide management and support to team members, fostering a culture of creativity, collaboration, and inclusion.

## Key Responsibilities

### Effective project management support to the campaign function

- Establish and management divisional systems and processes to ensure timely and effective delivery of work, effective oversight and tracking of deliverables, oversight or budgets, and efficient reporting to donors.
- Develop project management capabilities across the campaign function.
- Ensure team members understand, and use agreed processes and systems, and they are adapted to meet different needs of the team(s).
- Support either formal or informal project teams, established to work on a specific project or issue, through effective systems and methods to collaborate.
- Provide project management for major grants funding work across teams and issues.
- Monitoring, evaluation and donor reporting.

- Work with MEL colleagues to ensure monitoring and evaluation practices are embedded across the division.
- Maintain an overview of donor reporting requirements of the function, supporting and advising teams on their responsibilities on delivery and donor reporting.
- Ensure donor reports are accurate and submitted on time.
- Identify risks associated with donor deliverables and reporting and raise with campaign leadership in a timely and constructive manner.

### Manage resources

- Maintain oversight of team budgets, working with finance to identify overspends or underspends, work with campaign leadership to reforecast budgets as required.
- Produce accurate costed budgets of activities and staffing for funding bids.
- Manages budgets, as required.



Kayapó Indigenous community in Aldeia Baú, Pará, Brazil, 2023. Cícero Pedrosa Neto / Global Witness

## Key responsibilities (continued)      Ways of working and collaborating

### Team Management

- 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 ensuring team members support the development of Global Witness' culture and values.
  - Ensure contribution of team to organisation is aligned to Global Witness' methodology and does not reinforce silos.
  - Responsible for cultivating a team culture where creativity, collaboration and curiosity across different issues is typical.
  - Responsible for cultivating a team culture where creativity, collaboration and curiosity across different issues is the norm.
- Work proactively to support the organisation in meeting its purpose, strategy, and priorities.
  - Works in line with the Global Witness values 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 challenges, 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.
  - Works within Global Witness policies and procedures at all times, including confidentiality, source protection and security, legal and contractual requirements, and general office procedures.

# Person specification

- Significant experience as project manager
- Proven ability to establish organisation-wide project management systems and processes, aligned with finance and fundraising requirements.
- Demonstrable experience delivering and coordinating grant-funded projects, including multi-grant initiatives, to time and within budget.
- Strong track record in supporting off-track projects and bringing them back on course.
- Excellent organisational skills, with the ability to prioritise, set boundaries, and manage multiple competing priorities.
- Experience in financial planning, budget management, and donor reporting.
- Strong interpersonal and relationship-building skills, with experience supporting partners in managing project resources.
- Excellent written and verbal communication skills, including meeting facilitation and reporting for diverse audiences.
- Proficiency in MS Project or similar project management software.
- Self-aware, reflective, and able to work both independently and collaboratively.
- Shares our values and is committed to contributing to our diversity, equity and inclusion journey.

## Year 1 outcomes:

- Establish processes and systems to ensure the campaign function can monitor deliverables and budgets.
- Support colleagues, through training, communications and mentoring, to understand and build confidence in those systems and processes.
- Liaise effectively with colleagues in finance and fundraising and maintain positive working relationships.
- Contribute to ensuring funded bids are accurately planned and costed.
- Ensure effective tracking of existing and new donor deliverables, ensuring any potential delays, changes, underspends or overspends are anticipated and managed.
- Ensure that effective grant management is established for any large funding we secure (for example, NICFI).
- Ensure all donor reports are submitted on time and to a high standard.
- Contribute to the effective management of the campaign function.

# Terms of appointment

<b>Salary:</b>	£54,685
<b>Contract:</b>	Permanent, full time. Flexible working will be considered.
<b>Location:</b>	We operate a hybrid working model which requires at least 2 days in our office based in Bethnal Green, London.
<b>Annual leave:</b>	25 days a year and 8 public holidays pro-rated for if you work part time or compressed hours.
<b>Pension:</b>	We make an employer contribution of 7% and you contribute 1%, but you can increase your contribution.
<b>Additional:</b>	<ul style="list-style-type: none"><li>• We are currently in a shorter working week pilot, where everyone works 30 hours Monday to Thursday with Friday off, with no impact on full time salary. This will be reviewed in May 2026.</li><li>• Gender neutral parent leave with 6 months paid leave after 12 months service.</li><li>• We have a union recognition agreement with Unite, meaning that Unite is the officially recognised union for UK based staff.</li><li>• Bike to work scheme.</li><li>• Eye tests.</li><li>• Season ticket loan.</li><li>• Family friendly policies.</li><li>• We provide Private Healthcare</li></ul>

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# How to apply

Valued Recruitment is working exclusively with Global Witness to recruit for their growing team. We are an ethical recruitment company, intent on hiring inclusively and transparently. The closing date for this role is Tuesday 14<sup>th</sup> April. To apply, we welcome a CV and 500 words which answers the following questions;

1. Can you share an example of when you developed or introduced a project management structure or tool for a team, project or organisation where people were time-poor, unfamiliar with the terminology, or sceptical of its value? What did you do to make it practical and useful? (250 words)
2. What do you think needs to change in project management practice if organisations are to respond well to an increasingly uncertain and fast-changing world? (250 words)

Please send this to

[anna@valued-recruitment.co.uk](mailto:anna@valued-recruitment.co.uk)

Accessibility is incredibly important to us here at Valued Recruitment and at Global Witness. If you would like any accessibility amendments or support throughout the application and interview stage, please don't hesitate to let us know. No question or request is too big or too small. We want this process to be comfortable and enjoyable and a chance for you to bring your best self to the process.

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**We look forward  
to receiving your  
application.**

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