



Managing Director, Finance & Operations

Candidate Pack

WELCOME

Thank you very much for your interest in becoming our next Managing Director, Finance & Operations at The Freedom Fund. This is an important role, joining at a time when funders like us are playing an increasingly vital role in maintaining solidarity and support to grassroots, local-led organisations so that together we can realise our shared vision of a world free of slavery.

The Freedom Fund was established in 2014 to act as a global catalyst to ending modern slavery once and for all by mobilising the knowledge, capital and will of donors, partners and beneficiaries. Through the generosity of our incredible investors and donors, we have already provided around \$100m of funding into frontline organisations and communities and helped them to build the powerful coalitions needed to affect change at local and national levels. And as we look forward to the coming years, our recently launched strategy will see us double down on our commitment to investing in frontline anti-slavery organisations and movements, fostering systems change, and serving as a valued funding partner.

The Managing Director, Finance & Operations is a key role on our Senior Leadership Team providing strategic oversight of all finances, HR and operations for our UK and US parent entities and overseas branches. Working closely with me and with your leadership colleagues, as well as with our Board, you will provide sound information, advice and challenge on organisational strategies and plans to ensure we can deliver the greatest impact. This includes ensuring we have robust controls and due diligence processes in place to offer assurance to our funders and to confidently balance risk with the needs of our partners. Through leadership of the Head of Human Resources & Operations, you will also advise on global HR strategies so that we can attract and retain the best people and create a culture where our staff have a clear sense of belonging and feel truly valued for who they are. Additionally, you will also provide strategic oversight of our safeguarding, legal, governance and company secretarial matters.

We are looking for an outstanding, qualified accountant with exceptional strategic and technical finance skills, including knowledge of UK/US accounting principles, with experience of working within an international non-profit environment. You will be comfortable presenting complex financial information and advising a range of senior stakeholder groups both internally and externally, with the credibility to build trust and influence decision making. You will bring experience of leading on governance for an organisation and ideally have prior direct strategic knowledge of other functions such as HR and safeguarding. With an authentic and inspiring leadership style, you will also be able to attract, develop and motivate high performing and diverse teams, while empowering them to be the best that they can be. Above all else, you will be able to demonstrate a strong commitment to our vision, mission, values and goals.

We particularly encourage candidates with lived experience of trafficking and/or forced labour. We also proactively welcome candidates from a global majority background, those who identify as disabled and people from low socioeconomic backgrounds as we know that these groups are underrepresented at a senior level across the sector. The role will be based in London, although we will consider visa sponsorship for an exceptional candidate.

If you feel that you have all of the right skills and personal qualities that we are looking for, and you want to be part of a collaborative team of individuals who are each passionate about human rights then we would love to hear from you.

Nick Grono,
CEO



About The Freedom Fund →

The Freedom Fund works on the frontlines of the anti-slavery movement to put an end to modern slavery and human exploitation.

We believe that by listening to, funding, and supporting local organisations, we can contribute to tangible, sustainable change. We work alongside civil society partners to implement community-based interventions to inform and empower communities to better understand their rights, speak up about abuses, and access support services from government and/or other agencies.

Our partners know the context, are trusted by communities and can work in coalition to advance the rights of those marginalised and at most risk of exploitation. They also help ensure the sustainability of interventions and their long-term positive impact.

Vision →

A world free of slavery.

Mission →

We invest in frontline organisations and movements to drive a measurable reduction of modern slavery in high-prevalence countries and industries.

Values

1 Respect →

We value the knowledge and leadership of those most directly affected by slavery. We acknowledge those who have gone before us and work alongside us. We support each other through challenges and share credit for successes. We never forget that donors trust us to make a real difference with their funds.

2 Excellence →

We seek the greatest possible impact with the funds we invest. We invest in the most effective interventions based on the best available evidence. We continually strive to listen and learn from our mistakes. We pay attention to detail.

3 Courage →

We stand in solidarity with those on the frontlines of the fight to end slavery. We work in places and on issues where success may not be quick or easy. We are not afraid to take calculated risks. We speak clearly and plainly.

4 Collaboration →

We believe that collaboration is necessary to achieve change at scale. We are responsive to the priorities of communities and partners. We practise humility by sharing power and resources. We follow through on our commitments and strive to be the best partner we can be.



Click to watch video.

Strategic Plan

2025-2030

In 2024, we commemorated a decade of collaborating to end modern slavery – celebrating the courageous efforts of our frontline partners while recognising the significant work ahead of us. It felt like an appropriate moment to reset and reimagine. Over the course of a year, we asked staff, board members, grantee partners, frontline leaders, lived-experience experts, donors and peer organisations where the Freedom Fund should go in our next phase.

We emerged from this process with a renewed sense of clarity and ambition, grounded in the reality that tens of millions of people are living at increasing risk of exploitation. Building on what we have learned so far, our 2025-2030 strategy includes a new mission sharply focused on investing in frontline organisations and movements, a theory of change and an update to our core values that highlights our dedication to genuine collaboration. It outlines bold strategic priorities for the next six years, how we will measure progress and the key shifts we will make to better support our partners and prioritise getting funding to the frontlines.

Ultimately, this strategy is not just an internal guiding document, but a renewed commitment to our frontline partners and the broader anti-slavery sector.

More information about our new 2025-2030 Strategic Plan can be found [here](#) →



HOTSPOT IMPACT

We have now supported 225 frontline anti-slavery organisations in 20 countries and have influenced the systems impacting millions in slavery or at risk of it

Program focus



Bonded labour

Ending the exploitation of those forced to work to repay deceptive loans under unlawful and denigrating conditions, sometimes over generations.



Domestic servitude

Ending the exploitation of women and children employed in private homes as domestic workers.



Commercial sexual exploitation of children (CSEC)

Ending the exploitation of children in the commercial sex industry.



Forced labour

Ending the practice of forcing people to work against their will under the threat of penalty or violence, whether by government authorities, private businesses or individuals.



Child labour

Ending the exploitation of children in work that is harmful to their development, education and health.



Forced marriage

Ending the trafficking of women and girls for the purposes of forced marriage and childbearing.

● Open programs ● Closed programs

NON-HOTSPOT ACTIVITY

Lives impacted 349,286



Job

Description →

Job title: Managing Director, Finance & Operations.

Reports to: Chief Executive.

About the Role:

The Freedom Fund seeks a strategic and highly skilled executive leader and manager to lead and oversee the support functions of the organisation with a 2025 expenditure budget of approximately \$24m and approximately 75 staff across 9 countries. Leading a high performing London-based team of 13 (with 4 direct line reports), the successful candidate will have non-profit financial know-how along with the ability to oversee a variety of operational projects simultaneously within an international context. They will be a hands-on leader and a strategic partner to the CEO and Board. They will be of high integrity, strive for excellence, be committed to the mission of the Freedom Fund, and be a strong team player.

The Managing Director of Finance and Operations is responsible for the monitoring of all operational aspects of the two Freedom Fund charitable organisations (US parent and UK subsidiary) and all overseas branch offices (currently established in Brazil and Ethiopia, with registration of a Bangladesh branch pending).

Responsibilities

Strategic Leadership →

- Collaborate with the CEO, the Board, and the Senior Leadership Team to develop short and long-term organisational strategies.
- Serve as the organisational lead, for both the US and UK entities, on all matters relating to finance, human resources, safeguarding, security, information technology, office management, risk management, company secretarial, legal and other administrative functions.
- Lead on organisational risk management, overseeing the organisation's risk management framework and ensuring that risks are recorded and that appropriate risk mitigation measures are put in place.

Financial Management

- With the Head of Finance, ensure the preparation of statutory accounts and audit of all Freedom Fund entities as required, including any other statutory reporting (e.g. annual corporation tax return to HMRC, VAT returns, submission of the 990 to the IRS) and other legal reporting and compliance needs.
- Oversee the development and implementation of policies and procedures to provide sufficient internal controls and protect organisational assets.



- Maintain a 5-year financial outlook for the organisation and oversee the ongoing monitoring of the budget and financial position of the organisation.
- Ensure the production of timely and accurate management financial information for the Senior Leadership Team, Finance, Audit and Risk Committee, Board, internal budget holders and donors.
- Oversee treasury management, including managing currency needs.
- Maintain banking, auditor, investment manager and other key supplier relationships.
- Ensure appropriate systems and processes are in place to manage financial aspects of grants to partners.

Human Resources and Operations

- Support the Head of HR and Operations to oversee global human resources activities, including recruitment and onboarding, pay and benefits strategies, employee relations, performance management and engagement.
- Oversee work towards strategic goals relating to people and culture, including those relating to Diversity, Equity and Inclusion.
- Oversee the analysis of employee feedback and data, with the aim of creating a better working environment and engaged culture.
- Ensure policies and practices that promote staff wellbeing, safety and security are in place across all Freedom Fund locations.
- Overseeing IT plans and strategies to ensure an efficient and effective IT working environment as well as compliance with relevant legislation, ensuring systems are appropriate and in line with organisational need.

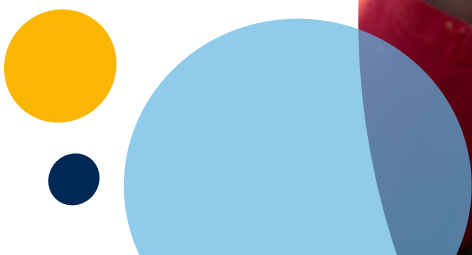
- Overseeing the space requirements of the UK office.
- Ensure appropriate insurance coverage is in place at all times to cover the needs of the business and its staff.
- Oversee the organisation's global security framework and act as the lead on the Senior Leadership Team in relation to crisis management and response.

Safeguarding

- Oversee the Safeguarding function, providing strategic oversight and ensuring safeguarding remains integral to the organisation's operations.

Legal, Governance and Company Secretarial

- Ensure that the Freedom Fund meets all legal and compliance requirements across its global operations, including in locations with registered branch offices.
- Lead on all governance matters for all Freedom Fund entities – US, UK and overseas branches, providing company secretarial support in an efficient and timely manner.



Person Specification →



Qualifications and experience

- Qualified accountant (ACA, CIMA, ACCA or equivalent) with demonstrable senior level experience gained within the charity / not for profit sector.
- Significant executive level financial management experience, with excellent financial technical skills (including knowledge of UK and/or US accounting) and the proven ability to communicate complex financial information clearly to non-finance people.
- Experience overseeing HR and other operational functions in a charity / not for profit.
- Experience of overseeing the governance function of a charity / not for profit.
- Negotiating and influencing at a strategic level, and building relationships and partnerships.

Personal attributes

- Strong commitment to the Freedom Fund's vision, mission, values and goals, with a passion for human rights issues.
- Willingness to work as part of a team in a cooperative and supportive way.
- Ability to build partnerships with a wide range of individuals from diverse backgrounds.
- Commitment to excellence and a relentless pursuit of results with an exceptional work ethic, strong organisational skills and a can-do attitude.
- Comfortable planning and delivering multiple activities under pressure to strict deadlines and high levels of precision.
- Strong critical thinking skills, ability to problem solve.

The Freedom Fund is an equal opportunities employer. In line with our values of respect, agility, and excellence, we value the strength of a diverse workforce and strongly encourage applications from people with disabilities, Black, Asian, Indigenous or Minority Ethnic backgrounds, LGBTQ+ and from different socio-economic backgrounds.

The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forced labour.



Hana, a returnee migrant from the Middle East, in the classroom where she takes vocational skills training in hairdressing in Addis Ababa, Ethiopia, 2021.

AGAR Ethiopia Charitable Society, based in Addis Ababa, primarily focuses on the rehabilitation and socio-economic reintegration of Ethiopian trafficking survivors and returnees who had migrated to the Middle East from Ethiopia.

Terms of appointment →



Contract →

Full time, Permanent
(37.5 hours per week).

Salary →

£98,893- £101,495 per annum.

Location →

Hybrid / London (staff attend the London office at 223 Pentonville Rd a minimum of two days per week).

Pension →

10% non-contributory.

Annual leave →

25 days, plus public holidays.

Additional benefits include →

Season ticket loan and cycle scheme available.

Background checks

As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with the Freedom Fund will be subject to satisfactory pre-employment checks to ensure we recruit only those who are suitable to work with children and vulnerable persons. These checks include Disclosure and Barring Service and/or International Criminal Records Checks, satisfactory references, proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking.

At the Freedom Fund, we are conscious that some candidates may have criminal records resulting from their experience of trafficking and/or forced labour. Applications from individuals with a criminal record, or who have been formerly incarcerated are accepted. We welcome a confidential conversation on this as part of the pre-application chat noted above or at the point of an offer being made.



How to apply →

Tall Roots is acting as an employment agency partner to The Freedom Fund. Applications should be made online at www.tallroots.co.uk/freedomfund-md-finance and include:

- a CV.
- A Covering Letter (no more than two pages) explaining your motivation for applying for the role and how you meet the Person Specification.

The closing date for application is **Friday 4th April 2025**.

Preliminary interviews with Tall Roots will be held virtually on **Tuesday 22nd and Wednesday 23rd April 2025**.

First round panel interviews will be held with The Freedom Fund in-person in London, on **Thursday 1st May 2025**.

Final panel interviews with The Freedom Fund will be held on **Wednesday 14th May 2025**

If you have any questions relating to the role or the process or would like any adjustments made to accommodate your needs, please contact Mark Crowley or Annie Regan-Tighe at Tall Roots by email at Mark.crowley@tallroots.co.uk / Annie.regan-tighe@tallroots.co.uk.

THE FREEDOM FUND



 Tall Roots

Tall Roots Search
Recruiting exceptional leaders for inspiring organisations
www.tallroots.co.uk

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