

# Director of People

Application pack  
November 2025



**Global  
Witness**



Tall Roots



# Welcome

Dear Candidate

Thank you for your interest in the role of Director of People at Global Witness.

This past year has underscored both the urgency of our mission and the impact our work can have. From exposing fossil fuel interests seeking to influence global climate negotiations to revealing how governments profit from environmental destruction, our investigations continue to challenge the systems driving planetary breakdown.

We are equally inspired by the land and environmental defenders who stand on the frontline of the climate crisis, often at enormous personal risk. With our partners, we are helping to strengthen global protections and elevate their voices through new initiatives such as the Leaders Network for Environmental Activists and Defenders. These efforts — alongside growing pressure on polluters — remind us that change is not only necessary, but possible.

To meet this moment, we must ensure our internal culture is as bold and forward-thinking as our campaigns. We want Global Witness to remain a trailblazing organisation — one that is inclusive, collaborative and resilient, and one that continues to anticipate and adapt to the forces reshaping the modern workplace. This is where your leadership will be essential.

Our People Team has played a pivotal role in building the culture we are proud of today, and as our next Director of People, you will shape the strategy that keeps Global Witness as an employer of choice — attracting and retaining exceptional people, championing equity and wellbeing, and ensuring we stay ahead of evolving trends, expectations and challenges across our sector.

We are seeking an experienced leader who combines strategic vision with practical delivery; someone who builds trust, inspires confidence, and cultivates high-performing teams. You will likely bring senior experience from an international or mission-driven organisation, along with the courage to lead transformation and the commitment to foster a culture of learning and accountability.

The external context for our work is complex and fast-moving, and we must continue evolving how we operate. But we are fortunate: we have a committed and values-driven workforce united by a shared vision— to help bring about a just, fair and thriving world in which the climate emergency is over.

If you share our mission and are excited by the opportunity to lead organisational culture and people strategy at this critical time, we would be delighted to hear from you.

It is a privilege to lead Global Witness, and I hope you will consider joining us for the journey ahead.

Mike Davis, CEO





# 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.



Nonhle Mbuthuma, a 2024 Goldman Environmental Prize winner and co-founder of the Amadiba Crisis Committee in South Africa. 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.

Lalo de Almeida/Panos/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.



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

# Job description

**Job title:** Director of People

**Reports to:** CEO

**Location:** London

## Role summary

As the Director of People, you will develop our culture, champion diversity and ensure our workplace reflects our values. You will serve as a key member of the Senior Leadership Team helping to shape the organisation's strategic direction. You will cultivate an adaptive and inclusive culture in which our people feel empowered and supported to deliver collective impact.

## Key responsibilities

### Organisational leadership

- Provide strategic leadership to Global Witness, contributing actively to organisation strategy, decision-making and transformation as part of the Leadership Team
- Manage organisational risk (reputation, legal, financial, people and security)
- Lead by example, exhibiting inclusive, transparent, and decisive leadership
- Work with Leadership Team colleagues to develop a supportive, innovative, and high-performance working culture
- Proactively scan the external environment, bringing in new insights, approaches, and thought leadership from across sectors
- Represent Global Witness to donors and external audiences, strengthening our reputation and influence

### Strategic HR Leadership

- Develop and deliver a forward-looking People strategy that aligns with Global Witness's mission and values
- Act as a trusted advisor to the CEO, senior leadership team and the Board on organisation development
- Champion diversity, equity and inclusion as core to the organisation's strategy, values and reputation
- Lead organisation change and transformation initiatives, ensuring the Global Witness team is supported, engaged and aligned to strategic priorities
- Build leadership and management capability across the organisation to enable effective people leadership at every level

### Employee lifecycle

- Provide strategic oversight of the entire employee lifecycle, ensuring policies and practices are fit for a global organisation and underpinned by our values
- Provide expertise and input on complex employee relation matters
- Ensure People policies and practices are legally compliant, fit for purpose and reflective of a global workforce
- Ensure HR systems and data contribute to improvement of organisation effectiveness and decision making





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

## Key responsibilities (continued)

### Team Leadership & Management

- Lead, coach, and develop the People function to deliver a proactive, trusted and strategically aligned service
- Ensure the People team is seen as a strategic partner across the organisation
- Pursue opportunities to innovate, test and develop new approaches that positions Global Witness as an employer of choice
- Develop and oversee the People team budget
- Regularly evaluates and reports on the impact of People initiatives

### Ways of working

- Keep up to date with external trends and developments
- Ask and act on feedback to learn and develop regularly
- Take a proactive approach to developing your professional knowledge, skills, and experience
- Work pro-actively to engage and inspire others to support the organisation in meeting its strategy and priorities
- Demonstrate and role model a strong commitment to creating a diverse and inclusive workplace

# Person specification

## Experience and knowledge

- Significant HR leadership experience, ideally within the not for profit/NGO sector and in a global organisation
- Demonstrable experience of leading and embedding culture change and organisation transformation
- Strong track record in managing organisational risk (reputation, financial, legal, people, security)
- Strong knowledge of UK employment legislation, with an awareness of international HR contexts and, ideally, experience working with trade unions

## Behaviours

- Highly credible and influential
- Strategic and visionary
- Courageous and decisive
- Deeply committed to diversity, equity, inclusion, and Global Witness's mission
- Comfortable operating in complex and agile environments

## Skills and abilities

- Demonstrated ability to shape organisation direction beyond HR
- Exceptional leadership and influencing skills, with credibility at senior leadership and Board level, whilst remaining approachable and trusted by staff
- Proven ability in embedding diversity, equity and inclusion at a strategic level
- Strategic thinker with the ability to balance long term vision with pragmatic hands-on delivery



# Terms of appointment

<b>Salary:</b>	Circa £90,000
<b>Contract:</b>	Permanent, full time and part time 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 the first year of a shorter working week pilot where everyone works 30 hours Monday to Thursday with Friday off, with no impact on full time salary</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></ul>

# How to apply

Tall Roots is acting as an employment agency partner to Global Witness. Applications should be made online at [www.tallroots.co.uk/gw-director-people](http://www.tallroots.co.uk/gw-director-people) and include:

- a CV.
- Covering letter (no more than two pages), explaining your motivation for applying for the role, along with how you meet the Knowledge & Experience criteria in the Person Specification.

The closing date for applications is **12 December 2025**. Preliminary interviews with Tall Roots will be held virtually week commencing 5 January 2026

Interviews with Global Witness will begin week commencing **19 January** and are likely to involve firstly a 30-minute informal meeting with the CEO and then more formal panel interviews with key stakeholders.

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 at Tall Roots by email at [mark.crowley@tallroots.co.uk](mailto:mark.crowley@tallroots.co.uk).

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**We look forward to working with you to build a Global Witness that is ever more adaptive, resilient, and set up to thrive in an era of global crises.**

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[globalwitness.org](https://globalwitness.org)

