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## ROLE PURPOSE AND KEY ACCOUNTABILITIES

- Provide outstanding and dynamic leadership across the organisation, and modelling the values of Greenpeace: personal responsibility and nonviolence; independence; Greenpeace has no permanent friends or foes; and promoting solutions.
- Play your full part as a leader within the Greenpeace International network, developing excellent relationships and working as an effective, thoughtful collaborator with existing and new allies
- Motivate and empower our staff, supporters, partners and the community to deliver transformational change.
- Build an inclusive, diverse, and innovative culture within Greenpeace to ensure that everyone who works for the organisation is fully valued and empowered to excel.
- Capitalise on past success and create the new campaigns to meet new and emerging challenges in all sectors and regions.
- Inspire and mobilise support across all communities to work with us to arrest climate change and capitalise on COP21 and other critical moments in the coming years
- Consolidate and create key partnerships, working cross-culturally and intersectionally to advance justice
- Build the alliances which reflect the authority and credibility of Greenpeace and bring policy change and influence behavioural change and deliver shifts in corporate strategy.
- Consolidate Greenpeace's position, nationally and through its international offices, as a thought leader at the leading edge of knowledge and research.
- Ensure the sustainability of the organisation in terms of resources and financial management, and transparency and accountability across all forms of governance.
- Articulate, lead and develop a strategic plan which will drive critical changes across all global environmental challenges.
- Provide clear direction and leadership for overall planning, decision making and delivery targets.

## PERSON SPECIFICATION

Candidates will have an outstanding track record in a campaigning organisation with conspicuous success in driving transformational change. The successful candidate must be able to demonstrate the following personal qualities:

- An ability to engage, energise and motivate people to commit to and deliver our mission with purpose and passion
- A track record of inspiring confidence in all with whom they interact – including staff, board, volunteers, policy makers, donors and business. This is key to the urgency and achievability of our mission.
- A change maker with a track record of driving transformational and sustainable change through campaigning activity
- A brilliant communicator and listener who can inform as well as mobilise passion, generate support and influence behaviour and enable others to do the same.
- An authoritative and fearless advocate with the courage and credibility to challenge structural economic and political interests and change minds and policy.
- A natural thought leader, at home with the science and technical aspects of environmental issues, and capable of thinking ahead.
- A natural gift for building and sustaining inclusive partnerships for action, across all sectors, to optimise impact.
- Committed to building an ambitious and sustainable campaigning organisation which enables everyone involved to give of and get the best.
- An empowering leader, committed to building a diverse organisation, clear about priorities and roles, transparent in action, accountable in practice, with the optimum synergy between Board and staff.

### The following experience will be essential:

- **Direct action:** experience of, and a commitment to, using direct action as a means of effecting social, behavioural and political change, including willingness to be arrested if necessary
- **Situational understanding:** comprehensive knowledge of the extent and nature of global environmental damage, the science, economics and politics of climate change, and a clear and persuasive vision for priorities for action
- **Leadership experience:** leading or being part of the leadership team of a complex, national/global organisation
- **Strategic development:** experience of designing and delivering strategies for change involving direct action and partnership.
- **Campaigning:** experience of inspiring/ leading / mobilising successful national / global campaigns for change
- **Cross-cultural awareness:** evidence of working effectively within an intersectional framework, and the communication skills to play a full part in cross-cultural programmes
- **Communication and media experience:** evidence of leading successful communication strategies across a wide range of professional, public and political landscapes
- **Management experience:** a successful track record of growing and developing an inclusive, enabling organisation with sound a sound and sustainable ethical and financial basis.

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- **Sector experience** or strong understanding of the environmental sector and the political environment, especially in the UK
  - **Influence:** evidence of ability to change hearts and minds, through evidence, persuasion and action
  - **Relationships:** an ability to build and sustain inclusive partnerships for action across all communities and sectors, with shared priorities and purpose.
  - **Advocacy:** capable of winning support from donors, and building strong alliances.