

Chief Executive Officer
December 2023

A note from the Chair of Saferworld's Board of Trustees

Dear Candidate,

Saferworld is an extraordinary charity with a bold and ambitious ten-year strategy running to 2031. As for many organisations, recent years have been a challenge for Saferworld but strong foundations have been laid and the current future of the charity is positive and secure.

Recent years have given the charity the opportunity to engage in a period of reflection and aside from generating the strategy and exploring the deepening of the programmatic work that Saferworld is so well known for, a 'Core Function Review' was undertaken to guide the development of the operational aspects of the charity and for these to be updated to enable further ambitious programmatic work.

The development and strengthening of the board of trustees of Saferworld has been a key part of this with the recent appointment of a number of new trustees

with a diverse skill set and background. As chair, it is my role to support the development of a Board that both provides the necessary and statutory oversight, whilst also being a champion of the incredible work the organisation delivers. In supporting and challenging Saferworld, we share and promote the values and principles of the organisation for peaceful change in the world. As a Board we are committed to diversity, equality and inclusion.

After 12 years in post, our Director is moving on and we are seeking a new highly motivated and politically aware Chief Executive Officer (CEO) to steer Saferworld to the next stage of its strategic development. This post will suit a candidate with proven experience managing an international organisation, one who possesses essential business management acumen and has strong strategic thinking and problem-solving abilities. We are also looking for an

applicant familiar with conflict dynamics, and is willing to take calculated risks and explore new ideas and ways of working.

This is an opportunity to actively lead, shape and support the activity of the charity by providing wisdom and guidance, often in some of the most challenging working environments in the world where active conflict is prevalent. It is also an opportunity to be part of an organisation which has established itself as a leader in its field of activity and influence over the last 20 years, working with highly talented people who are passionate about making a difference through their work.

You will work with a dedicated and diverse team of colleagues internationally, enabling them to challenge norms and inspire transformative outcomes and systemic change. With them, your leadership will be instrumental in shaping and overseeing creative and varied approaches to conflict prevention

and peacebuilding, and alongside peer organisations, making a real difference.

If this role appeals to you and ready to take the next challenge in your career, proactively and collaboratively work with the organisation's leadership in a collegiate, professional and committed way, then we look forward to hearing from you.



A handwritten signature in black ink, appearing to read 'Stephanie Blair'.

Dr Stephanie Blair
Chair of Saferworld Board of Trustees

Background

Saferworld is an independent forward-thinking international organisation, working to prevent violent conflict and build safer lives. We exist (since 1989) to address some of the most complex causes and harmful effects division, injustices and conflict inflict on societies across the world. Our priority is people – we believe in a world where everyone enjoys the rights and freedom to live with dignity, free from fear and insecurity.

Our focus is on co-creating enduring conditions for a just and inclusive peace. The contribution we make blends good policy and practice, built on the partnerships and alliances we form. These include with civil society networks, entities and movements; with companion peacebuilding organisations; with local and national governing bodies; and with relevant multilateral institutions. We especially collaborate with those affected by conflict to improve their safety and security.

Our work connects peace actions with similar experiences elsewhere; and with wider research, analysis and problem solving. We use this evidence and learning to improve local and national policies and practices that help build lasting change. We at the same time engage internationally to reduce conflict and advance peace. Our programming stretches across Africa, Asia and the Middle East, and in global advocacy centres in London, Beijing, Brussels and Washington DC.

Saferworld is an organisation that continues to challenge itself to improve and evolve. We are inspired and guided by a clear longer-term vision: an ambitious high-level organisational strategy (Working in Solidarity for a Safer World: 2021 – 2031) that enjoys support across the organisation and oversight by a thoughtful and dedicated Board of Trustees. At its core is a commitment

to align our work in solidarity with the actions of credible peace actors where we work, and when required, remain open and bold to do things differently. We are also committed to providing a safe and trusted working environment that opposes all forms of discrimination and safeguards our staff, partners and collaborating communities.

Critical will be sharing the values that underpin and guide our work – of diversity, inclusion and solidarity with those who collaborate for change – and to the principles of subsidiarity and people-led change. We especially welcome candidates passionate about advancing transformative strategies and creative partnerships, and those who have lived experience or are attuned to the experiences of people living with violent conflict.

This is a rare opportunity for an established and approachable leader to head a progressive and dynamic global organisation with recognised influence internationally and regard from its many partners. It is an equally challenging and rewarding position. You will work with a dedicated and diverse team of colleagues internationally, enabling them to challenge norms and inspire transformative outcomes and systemic change. With them, your leadership will be instrumental in shaping and overseeing creative and varied approaches to conflict prevention and peacebuilding, and alongside peer organisations, making a real difference.

The role

Job title

Chief Executive Officer

Location

UK or other locations where Saferworld has presence may be considered

Reporting to

Chair of the Board of Trustees

Management responsibility

Director of Business Performance
Director of Policy and Programmes
Other reports (exact structure of direct report will be shaped by successful candidate)

Type of position

National

Grade and salary

UK Salary Band £96,720 – £102,610
Range depending on experience

Contract terms and hours

Open Ended and 37.5 hours per week

Job purpose

The Chief Executive Officer is responsible for leading and managing the organisation in collaboration with the Senior Management Team, driving Saferworld's vision and effectiveness in line with its 2021/31 strategy and development framework. Accountable to the Board of Trustees, you will foster inclusive management and guide strategic choices, supporting and stretching individual programme and operational leaders while overseeing all staff safety and security.

As a guardian and exponent of Saferworld's core values and principles, the CEO will be a positive role model for the culture of the organisation. You will advance a culture and practice of active learning, adaptation and new ways of working – playing a lead role shaping thinking on the nature and future direction of Saferworld's programme and policy positioning.

Through regular engagement with the Board of Trustees, you will oversee the organisation's fiscal integrity and financial stability to enable it achieve its goals and ensure it delivers the best possible outcomes; championing innovation and opportunity, while identifying and managing risk. You will make sure organisational structures and accountabilities are aligned with strategic and operational requirements, and adaptation and change take place as required.

Finally the CEO will strengthen the profile of Saferworld globally and contribute to relevant partnerships and coalitions – collaboratively driving creative approaches to new fundraising opportunities.

Roles and responsibilities

Executive Leadership and Strategic Development

- Lead on Saferworld's strategic development to maintain and further enhance its well-respected contribution to conflict prevention, peacebuilding and human security
- Provide thoughtful and visionary executive leadership that is inclusive, transparent, and empowering in a manner that supports and extends Saferworld's future ambitions (Working in Solidarity for a Saferworld: 2021 – 2031)
- Inspire and enable innovative strategies that leverage Saferworld's strengths, while adapting to changing dynamics: be prepared to push the boundaries of conventional peacebuilding approaches while maintaining fiscal responsibility
- Ensure planned organisational development is positively managed and aligns to the strategic vision
- Provide strategic direction to programme and operational leaders and managers
- Enable Saferworld staff fulfil their commitments to making Saferworld a progressive learning organisation

- Build strong relationships and regular engagement with the Board of Trustees:
 - provide leadership and support for its members to function effectively and make informed decisions
 - present strategic options for organisation impact, and advise Trustees on the strategic direction of the organisation
 - ensure regular communication of risks, challenges and successes
 - implement Board policies and procedures and build support for Board decisions amongst staff

Business Management

- Assume responsibility for the financial integrity and financial stability of the organisation and make data-driven adjustments as required
- Ensure maximum resource utilisation and adept financial management, and the maintenance of the organisation within a sustainable financial position
- Oversee the building of annual board-approved budgets and a business plan – monitoring the financial health of programmes, the effectiveness of its internal systems, and the funding pipeline while ensuring compliance with governance and legislative commitments

- Identify anticipated problems and ensure solutions are found and risks avoided - implement management strategies that respond to current or anticipated risks

Outreach and Strategic Partnerships

- Represent the organisation and promote its mission, programming, partners and members – foster relevant strategic partnerships and alliances
- Showcase innovation and advocate or Saferworld's proven approach to conflict prevention and peacebuilding
- Ensure resource mobilisation efforts provide sustainable financial support for organisational systems and effective contributions to peace:
 - invest in efforts to secure funding from diverse sources, including innovative funding models to resource flexible programming
 - ensure income streams and reserves are being built through active engagement with fundraising efforts: cultivate and maintain relationships with key funding partners

Team leadership and Staff Development

- Nurture a culture and practice of collaboration, innovation, and professional growth across the organisation
- Inspire and stretch a diverse and high-performing Organisational Management Team
- Lead by example in fostering an inclusive and collaborative environment that values diverse perspectives and ideas
- Ensure staff stay motivated and aligned to Saferworld's core values and strategic ambitions: communicate a clear and compelling vision and strategic direction that inspires team members to work towards transformational change
- Foster a culture of innovation within the organisation: using emotional intelligence to nurture and cultivate creativity, open-mindedness, and continuous learning
- Promote Saferworld's Code of Conduct values and safeguarding procedures across teams: be a role model for upholding high standards
- Oversee effective staff safety and security standards and procedures

Key working relationships

Board of Trustees – engage regularly with the Board of Trustees to inform and receive strategic direction on organisational performance against strategic goals, financial health, and the mitigation and management of organisational risks

Director of Business Performance – collaborate closely on substantive organisational matters to enhance programme impact, support the implementation of necessary policies and procedures, manage risk and compliance, and advance fundraising

Director of Policy and Programmes – ongoing strategic engagement on programmatic performance and adaptive management

Global Core Functions – work collaboratively with and in a business partnership approach to implement organisational policies and procedures, and engage in relevant Fundraising, Financial Management, People/HR, Security and Operational processes

Head of Programmes – maintain interaction to facilitate joined-up programming, learning, and information exchange; and contributions to programme development

Head of Policy – maintain regular interaction to facilitate joined-up programming, learning, and information exchange; and contributions to policy development and international advocacy

Head of Fundraising – actively engage to support the securing of funding from diverse sources, including innovative funding models

Head of Communications – ensure strategic and internal communications are ongoing

External stakeholders – maintain and develop new relations with partner organisations, donors, international institutions, governments and non-state actors

Scope and accountability

Decision making and limits of authority

- Provide leadership and implement the strategic plan in alignment with the vision and goals set by the Board of Trustees
- Identify and mitigate potential risks that could impact the organisation's reputation and operational efficiency
- Responsibility for effective risk management strategies and crises response plan

Financial resources

- Ensure goals and objectives are achieved within prescribed timeframes in line with strategic priorities
- Oversee financial performance, including budgeting, financial reporting and ensuring the organisation's financial health
- Collaborate in generating income and oversee overall budgets of approximately GBP22M per annum

Other resources

- Engage in cross-organisational information-sharing and lesson learning on key policy, programme and strategy issues, and build synergies across the organisation

People management

- Line-manage directors and lead the senior leadership team, fostering a culture of collaboration, accountability and continuous improvement
- Provide coaching and guidance to the leadership team in executing their respective functional responsibilities.

Legal, regulatory and compliance responsibility

- Ensure compliance with all relevant laws, regulations and UK charities governance responsibilities
- Work closely with the Board of Trustees to keep them informed of the organisation's performance and challenges
- Ensure compliance with our IDEAS strategy and Safeguarding policies and procedures



Person specification

The candidate will have

- Passion for and clear alignment to Saferworld's mission, approach and underpinning core values
- Governance and Board experience, significant visionary leadership at senior management level, through an inclusive- and/or feminist-leadership lens
- Strong business acumen, including fundraising awareness and financial management experience in a similar or larger size successful non-profit or related international entity
- Proven experience executing organisation development and guiding organisations through growth and transformational change
- Familiarity with diverse business functions and a thorough understanding of non-profit practices, including experience of country programming, particularly programming through partners
- Well-developed and relevant networks and partnerships to be able to represent and champion Saferworld's work on the global stage
- Experience and success in motivating and retaining high performance results-oriented teams and demonstrable care for staff well-being
- Experience of working in diverse cultural contexts across international boundaries, and ideally experience living in conflict-affected contexts
- A peacebuilding background or an understanding of global peace, conflict dynamics and peacebuilding principles and approaches – including an intersectional approach to crises responses (such as where peacebuilding, development and humanitarian actions meet)
- Act with integrity and accountability, and role model expected behaviours within the organisation, including a demonstrable commitment to being an inclusive organisation
- Engage and influence a wide range of stakeholders and inspire, motivate and guide teams towards a common goal
- Navigate complex challenges, deliver quality support and advice in challenging environments and adjust to multiple demands and shifting priorities

Leadership abilities and skills to

- Lead, think and act strategically
- Listen and communicate sensitively and inclusively
- Balance a culture of consensus and collaboration that encourages different viewpoints, with clear and effective decision-making



Personal qualities

- Commitment to the vision, mission and values of Saferworld including respecting and valuing equality and diversity, and understanding of how this applies to own area of work
- Lead by example, role model leadership qualities and create a safe and respectful environment for all staff
- Commitment to improving international engagement in conflict affected contexts
- Commitment to own continuing personal and professional development

Other requirements

- Able to travel internationally as when required.

How to apply

To apply: We are partnering with Red Sea Executive Search for this appointment. Please apply through their website at the following link:- www.redseasearch.com/job/chief-executive-officer/

Need help? Should you require access to information in a different format or have trouble uploading your application please write to Red Sea via applications@redseasearch.com

Recruitment timeline:

Closing date: 2nd February 2024

Red Sea Interviews: w/c 19th February 2024

Saferworld interviews: from 11th March

Photo credit: Saferworld

SAFERWORLD
PREVENTING VIOLENT CONFLICT. BUILDING SAFER LIVES

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