

**Director of Global Programmes**

# **Appointment Pack 2026**



**tearfund**

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# Dear Candidate,

Thank you for taking the time to consider the role of **Director of Global Programmes at Tearfund**.

This is a significant and strategic leadership opportunity at an important moment in Tearfund's journey. As a Christian organisation, our calling remains clear: to follow Jesus where the need is greatest, responding to crises and partnering with local churches and organisations, so that people may be freed from poverty, live transformed lives, and reach their God-given potential. The Director of Global Programmes will play a vital role in helping us live out that calling with clarity, excellence and impact.

This role carries responsibility for Tearfund's global programme portfolio across development, humanitarian response and influencing work, delivered through churches, partners and Tearfund-led teams in around fifty countries. It requires a leader who can hold together spiritual depth, strategic clarity, operational discipline, and a deep commitment to measurable, life-transforming impact for people living in poverty.

We are seeking an experienced and mature leader who can provide strong executive leadership to a large and complex global function; strengthen programme quality, impact and stewardship; build a healthy, accountable and collaborative leadership culture; and work closely with colleagues across the Executive Team to ensure Tearfund serves faithfully and effectively as one organisation.

The successful candidate will need to bring substantial experience of leading large-scale international programmes, a strong understanding of development and humanitarian practice, and the ability to lead through complexity with wisdom, humility and courage. Just as importantly, they will need to be deeply aligned with Tearfund's Christian identity, values and theology of mission, with a lived faith that shapes both leadership and discernment.

This is not simply a leadership role in programme delivery. It is an opportunity to help shape the future of Tearfund's global impact, strengthen the contribution of local churches and partners, and ensure that our work remains rooted in prayer, responsive to need, and faithful to the calling God has placed on this organisation.

Thank you again for considering this opportunity. We would be grateful to hear from leaders who sense both a strong alignment with Tearfund's mission and a genuine leading from the Lord to explore this role further.

May the Lord guide you as you prayerfully consider this opportunity.

In Christ alone,

**Silas Balraj**  
**Chief Executive - Tearfund**

# About Tearfund

Who we are: We are a Christian organisation partnering with the local church wherever possible to see change in the lives of those in greatest economic need. We believe poverty is caused by broken relationships with God, others, the environment and ourselves, and working to see those relationships restored is key to how we work. We want to see change that is economic, material, environmental, and spiritual. See: [Tearfund's Theology of Mission](#).

## Vision

To see people freed from poverty, living transformed lives, and reaching their God-given potential.

## Mission

We follow Jesus where the need is greatest, responding to crisis and partnering with local churches to bring restoration to those living in poverty.

## Values

We aspire to be courageous, truthful, compassionate, servant-hearted and Christ-centred.

## Relevant Scriptures Include:

- 2 Cor. 5:8-11
- James 3:18
- Romans 8:18-25
- Philippians 4:7
- John 10:10
- Luke 4:16-21
- Micah 6:8





## About the role

### **Role purpose:**

The Director of Global Programmes provides executive leadership for Tearfund's global programme portfolio, comprising development, humanitarian, and influencing work as core expression of our programmes and ensuring these deliver high-quality, contextually relevant and measurable impact through churches, partners and Tearfund-led operational teams.

Reporting to the Chief Executive, the Director of Global Programmes is accountable for programme strategy, portfolio performance, programme quality, impact, regional leadership, cross-organisational alignment, and the effective stewardship of programme resources, risks and relationships. As a member of the Executive Team, the Director of Global Programmes also shares corporate responsibility for Tearfund's overall leadership, strategy, culture and spiritual life.

### **Purpose of the team:**

The Director of Global Programmes is responsible for the delivery of Tearfund's goals and impact through churches, partners, and their own operational teams in 50 countries around the world. The group is also responsible for building and leveraging strategic relationships with key policy and decision-makers to influence the policies and practices of key institutions.

### **Position in organisation:**

The Director of Global Programmes reports to the Chief Executive and is a member of Tearfund's Executive Team.

The Director of Global Programmes leads a global team of nearly 580 staff, with 10 direct reports and an annual budget of over £35 million. The role requires engagement with Tearfund's Board, including attendance at the four annual Board meetings, and close working with the Board's International Impact Sub-Committee.

The Director of Global Programmes also represents Tearfund Programmes across the wider Tearfund family and with external stakeholders.



Credit: Tom Price

## Duties and Key Responsibilities

The Director of Global Programmes leads Tearfund's global programmes & influencing group and, as a member of the Executive Team, shares responsibility for organisational strategy, spiritual leadership, overall corporate culture and mission impact.

### **The Director of Global Programmes is accountable for:**

- Providing strategic leadership for Tearfund's global programmes portfolio.
- Ensuring programme quality, measurable impact, stewardship, learning, and continuous improvement across Tearfund's programme work.
- Leading regional and technical teams to deliver contextually relevant country and regional strategies, operational plans, and budgets aligned to Tearfund's global strategy.
- Strengthening collaboration between Programmes and Global Fundraising & Communications to ensure close alignment between programme priorities, donor engagement, maintaining and providing impact evidence, program communications, and income growth.
- Providing executive oversight of programme risks, safeguarding, security, compliance, and fraud prevention, ensuring that Tearfund's people, partners, and resources are protected and well stewarded.
- Representing Tearfund externally with churches, partners, peer agencies, donors, policy actors, and other strategic stakeholders.
- Building a strong, healthy, and accountable leadership culture primarily across the group and the wider organisation.

## **Spiritual leadership and Christian identity:**

- Model Christ-centred leadership through prayerful, humble, and spiritually grounded service.
- Actively seek God's guidance in leadership, decision-making, and strategic discernment.
- Strengthen and steward Tearfund's Christian identity within the global programmes function.
- Demonstrate a deep commitment to Tearfund's Mission, Values, and Statement of Faith, and ensure these are reflected in the culture, priorities, and leadership of the Global Influencing and Programmes Group.
- Champion Tearfund's commitment to the local church, integral mission, and the dignity of those we serve.
- Encourage spiritual vitality, prayerful dependence, and pastoral care across the programmes' leadership community.

## **Programme strategy, portfolio leadership and impact:**

- Provide overall strategic leadership for Tearfund's global programme and influencing portfolio, ensuring strong alignment with Tearfund's mission, global strategy, and organisational priorities.
- Lead the delivery of Tearfund's programme work with a clear focus on quality, scale, effectiveness, and measurable impact.
- Ensure Tearfund has a strong and credible framework for programme quality, impact measurement, evidence, evaluation, and learning across the organisation.
- Oversee the development and delivery of country and regional plans, ensuring they are contextually relevant, operationally robust, and aligned to organisational priorities.
- Lead the alignment of programme approaches across Tearfund, ensuring common standards while appropriately responding to diverse operating contexts.
- Ensure Tearfund's humanitarian, development, and influencing work is strategically coherent and mutually reinforcing.
- Oversee the effective leadership of regional directors and technical support leaders, ensuring that programmes are well designed, well delivered, and well governed.
- Ensure programme performance is regularly reviewed, key delivery issues are identified early, and corrective action is taken where needed.
- Champion adaptive learning and continuous improvement so that Tearfund's programme and influencing portfolio become increasingly effective, evidence-based, and responsive.





Credit: Tom Price

## Cross-organisational leadership and integration:

- As a member of the Executive Team, contribute fully to Tearfund’s corporate leadership, strategic direction, organisational health, and spiritual life.
- Build a strong strategic partnership with the Director of Global Fundraising & Communications to ensure joined-up planning, strong alignment between programme priorities and donor opportunities, sharing of knowledge, and effective communication of impact.
- Lead the Global Programmes and Influencing Leadership Team in close collaboration with the Global Fundraising & Communications Leadership Team to strengthen shared ownership, integration, and delivery of Tearfund’s mission.
- Work closely with the Director of Operations, Director of Finance, and Director of People & Culture to ensure programmes are supported by fit-for-purpose systems, structures, capabilities, and decision-making processes.
- Embed agreed ways of cross-functionally working, role clarity, and decision rights across the programme’s functions and in its interfaces with other parts of the organisation.
- Ensure programme leadership contributes effectively to Tearfund’s wider organisational transformation, including localisation, global collaboration, and operational effectiveness.
- Promote enterprise-wide collaboration, breaking down silos and encouraging shared accountability across functions and regions.

## Programme quality, stewardship, risk, and operational oversight:

- Provide executive oversight of programme quality, performance, and stewardship across the global portfolio.
- Ensure the effective use, monitoring, and governance of the Programmes budget, maximising impact, stewardship, and long-term strategic value.
- Oversee the range of Tearfund’s delivery models, from Tearfund-led operations in complex contexts to catalytic and partner-led approaches, ensuring clarity of purpose, capability, and accountability in each.
- Ensure strong systems of programme assurance, including safeguarding, security, risk management, compliance, fraud prevention, and duty of care.
- Keep major programme and operational risks in clear view, ensuring they are managed responsibly, transparently, and prayerfully.
- Work closely with relevant teams to ensure systems, processes, and procedures are designed and continuously improved to support effective programme delivery.
- Ensure the safety, well-being, and resilience of staff and partners remain a visible and sustained leadership priority.
- Ensure strong alignment between programme strategy and institutional funding opportunities, including programme design quality, contract delivery, compliance, and donor confidence.



Credit: Tom Price

## Leadership, culture, & capability:

- Build, lead, and sustain a high-performing, collaborative, and values-driven Influencing and Programme Leadership Team.
- Shape a culture of accountability, empowerment, learning, humility, and cross-functional partnership across the Programmes & Influencing Group.
- Develop senior leaders by modelling effective leadership, coaching, mentoring, strengthening leadership capability, accountability, and succession, ensuring they are equipped to lead with confidence, maturity, and spiritual depth to support Tearfund's long-term mission and sustainability.
- Strengthen leadership capacity across regional, country, and technical teams, with particular attention to succession, diversity, and leadership pipeline development.
- Champion localisation by strengthening the authority, capability, and contribution of country and regional leadership.
- Promote equity, diversity, and inclusion, and actively address power imbalances that hinder healthy leadership and effective delivery.
- Ensure decision-making happens at the right level, with appropriate accountability, escalation, and support.
- Invest intentionally in the development of emerging leaders, including their spiritual formation, professional growth, and readiness for wider responsibility.
- Visit country programmes, partners, and operational teams to strengthen understanding, encouragement, accountability, and connection across the global portfolio.
- Communicate vision clearly and consistently across internationally dispersed teams and partners.

## External representation and sector engagement:

- Represent Tearfund with credibility and influence in relevant external forums, networks, and partnerships.
- Build and sustain strategic relationships with churches, implementing partners, peer agencies, institutional donors, major donors, policy actors, and other stakeholders.
- Contribute to Tearfund's external voice and thought leadership in areas related to programme impact, humanitarian response, poverty, justice, faith-based development, and localisation.
- Represent Tearfund Programmes across the wider Tearfund family and in key external partnerships, including relevant alliances and sector bodies.
- Strengthen Tearfund's reputation as a trusted, effective, and Christ-centred organisation delivering high-quality global programmes.

# Skills & Experience

## Experience (essential):

- Significant senior executive leadership experience in international development, humanitarian response, or a closely related global mission-driven context.
- Proven leadership of large, complex, multi-country programme portfolios, including both partner-led and operational delivery models.
- Proven experience at leadership level in influencing/advocacy.
- Strong track record of leading programme strategy, delivery, quality, impact, and organisational performance at scale.
- Demonstrable experience of leading senior leaders across regions, cultures, and technical disciplines.
- Experience of operating at Board and Executive Team level, including strategic reporting, governance, and organisational decision-making.
- Experience of working closely with institutional donors, major funders, external partners, and senior stakeholders.
- Proven experience of programme quality, monitoring, evaluation, learning, safeguarding, security, and risk management in complex international environments.
- Experience developing and outworking strong localisation commitments, partnership models, and the role of local churches and civil society in transformational development.
- Experience living and working in the global south and field office.
- Strong financial and operational acumen, including oversight of significant budgets and complex delivery environments.

## Qualifications (essential):

- Degree or equivalent level of knowledge / professional experience.

## Qualifications (desirable):

- Post-graduate professional qualification (MBA, MA, or MSc in Business Administration, International Development, Management, or a related field).

## Skills / Abilities (essential)

- Outstanding strategic leadership and organisational judgement.
- Strong ability to translate vision into strategy, priorities, structures, and measurable outcomes.

- Ability to lead through complexity, ambiguity, and change with clarity, courage, and wisdom.
- Excellent people leadership skills, including coaching, influencing, team development, and culture shaping.
- Strong cross-functional leadership and collaboration skills.
- Highly developed communication skills, with the ability to engage senior internal and external stakeholders with credibility and clarity.
- Strong discernment and decision-making capability, including the ability to make difficult decisions well.
- Proven ability to hold together spiritual leadership, executive discipline, and operational accountability.

## Skills / Abilities (desirable)

- Proficiency in a second, widely used language (French, Spanish, Arabic, or Portuguese)

## Personal Qualities

- A mature and authentic Christian faith, with a deeply rooted commitment to prayer, discernment, and servant leadership.
- A strong personal commitment to Tearfund's Christian identity, mission, values, and theology of mission.
- Humility, wisdom, resilience, and emotional maturity.
- A deep passion for seeing people freed from poverty and for equipping the local church as an agent of transformation.
- A collaborative and empowering leadership style, marked by grace, truth, and accountability.
- Leading the team through cross-functional collaboration while building healthy relationships across the organisation.
- Personal integrity, courage, and the capacity to inspire trust.

# Additional details

## Tearfund's Christian Culture:

We believe that prayer and spiritual discernment are fundamental to Tearfund achieving its mission of restoring relationships, ending extreme poverty, and transforming lives. As a Tearfund staff member, you are expected to:-

- Engage with weekly Tearfund Prayers, quarterly Sabbath days, and the Prayer & Spiritual Life hub.
- Lead and participate in prayer, biblical reflection, and spiritual leadership within the group.
- Be committed to Tearfund's Mission, Values and Beliefs statement and to be actively working and living in accordance with Tearfund's Christian beliefs and theology of mission.
- Maintain & own personal spiritual development, grow in discipleship, and continue to discern and steward your calling and gifts.

## Organisational Requirements:

- All staff are expected to live out Tearfund's values as they represent Tearfund externally and in internal and external relationships.
- All post-holders are expected to fulfil their personal objectives set by their line manager, contribute to their team's overall objectives, take responsibility for reviewing their ongoing personal development, and maintain an awareness of Tearfund's strategy.
- All Tearfund staff share responsibility to promote and maintain a strong safeguarding culture, including identifying the key actions they should take given their role and responsibilities.

## Important to Note:

- All roles require a DBS/Police check.
- Tearfund is a member of the [SCHR Misconduct Disclosure Scheme](#).
- Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure.
- This role is required to travel up to 12 weeks per year.

## Recruitment Timeline

### Closing date:

21<sup>st</sup> June 2026

### Red Sea interviews:

w/c 29<sup>th</sup> June 2026 (TBC)

### Tearfund interviews:

w/c 13<sup>th</sup> July 2026 (TBC)





# Appointment terms

**Location:** Any country where Tearfund can legally employ staff

**Salary and Benefits:** Commensurate with the seniority of the position and according to location

**Contract length:** Permanent

**Group:** Global Influencing & Programmes Group (GIPG)

**Team:** Executive

**Responsible to:** Chief Executive

## How to Apply

**Closing date: 21<sup>st</sup> June**

Please send your application via our search partner, Red Sea Executive Search at the following link:

<https://www.redseasearch.com/job/tearfund-director-of-global-programmes/>

**Candidates are kindly asked to submit a CV of no more than four (04) pages and a cover letter**, preferably in MS Word. All application documents (cover letter and CV) should be submitted in English.

Should you require access to information in a different format to facilitate your application please contact us via

[applications@redseasearch.com](mailto:applications@redseasearch.com).

Please name your files as follows:

**FirstName\_Surname\_CV\_TFDGP**

**FirstName\_Surname\_CL\_TFDGP**

Red Sea takes our responsibility towards protecting your personal data very seriously. The data you provide is processed in line with relevant data protection legislation. For the purposes of this recruitment, and as defined under the General Data Protection Regulation (GDPR), Red Sea is defined as the Data Controller. Red Sea is committed to meeting the standards set out in our Equality and Diversity statement, acting in line with the UK Equalities Act 2010 and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

# About

## Red Sea Executive Search

We are a global executive search consultancy, seeking extraordinary leaders to transform our world. We recruit leadership into the world's foundations, trusts and charity organisations, and especially for INGOs in Global Development, Disaster Relief and Humanitarian Aid in the Global South.

Our vision is to empower a new generation of global leadership to create a just, diverse and unified society. In a world with increasing challenges, the need for leaders and visionaries to shape our world is greater than ever. Extraordinary people are needed to deliver this and discovering them is the heart of Red Sea Search; our passion is to serve by finding people who bring leadership excellence to organisations, and in doing so hope to help change the global landscape.

We are honoured to be partnering with Tearfund on this important search for a Director of Operations, contributing to their vital work in creating lasting change worldwide.



[www.redseasearch.com](http://www.redseasearch.com)