



Impact Report

Oxford HR

2024

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Shaping Purpose-Driven Leadership

For 30 years, Oxford HR has partnered with socially and environmentally impactful organisations to build the kind of leadership the world needs most.

Founded in 1995 as an executive search firm serving nonprofit and international development organisations, we now offer a full suite of leadership and organisational development services across four regional hubs, supporting clients around the world in every area of impact.

From the beginning, our purpose has been to strengthen mission-driven organisations by connecting them with exceptional leaders and helping their teams grow in sustainable and inclusive ways. Today, as a global leadership consultancy, we continue to work alongside our clients to build strategies, cultures and capabilities that drive long-term impact.

We believe leadership is about creating lasting, positive change. As the demand for purpose-driven leadership grows, a new generation of organisations and leaders is emerging, focused on making a real

difference for people and the planet. At Oxford HR, we're proud to collaborate with clients who share this vision and to support them as they navigate complexity and drive meaningful change.

Looking back on 2024, we're honoured to have supported organisations tackling some of the world's most urgent challenges—from climate change and conservation to health, education, and human rights. Each partnership strengthens our belief that values-driven leadership can transform not only organisations, but entire sectors and communities.

As we evolve with our clients, we see that leadership today requires courage, inclusiveness, and resilience. By fostering diverse teams, championing equity, and embedding sustainability at the heart of organisational strategies, we're helping to shape leadership that's ready for tomorrow's challenges.



What we stand for

Mission:

We identify and support leaders creating lasting positive social and environmental impact.

Vision:

An equitable, sustainable planet, delivered by leaders inspired by the need for urgent change.

Values:

Care, Expertise, Diversity, Integrity, Ethical, Collaboration.



Measuring our impact at Oxford HR

At Oxford HR, we believe in the power of leadership to drive meaningful change. As a certified B Corporation, we are committed to embedding purpose and sustainability into everything we do.

This Impact Report reflects on our work throughout 2024 and the steps we have taken to measure, assess and enhance our impact — on our clients, candidates, team, and the wider world.

Over the past year, we have deepened our commitment to responsible business practices, ensuring that our operations align with the highest standards of social and environmental responsibility. From championing Equity, Diversity, and Inclusion (EDI) in leadership recruitment, to refining our internal policies and reducing our carbon footprint, our impact journey is both intentional and ongoing.

This report is both a record of our progress and a guide for where we must go next. It highlights the tangible ways in which we support purpose-driven organisations, foster diverse leadership, and contribute positively to the global community. We are proud of our progress, while recognising there is always more to do.

Thank you to our clients, candidates, partners, and the Oxford HR team for being part of this journey. Together, we are proving that ethical and sustainable leadership is not only possible—it is essential.



“

For us, measuring impact is about learning and improving every year. It's not only about celebrating achievements, but also about identifying where we can go further. By sharing our progress openly, we keep our team inspired and aligned, knowing that the work we do every day contributes to something bigger.

Geoff Watson,
Chief Operating Officer

Why we measure our impact



Accountability

By publishing our annual Impact Report, we hold ourselves accountable to the goals and values that guide our work. This transparency reflects who we are as a business and how we partner with our clients.



Monitor our Progression

We want to look back and see how far we've come. As Oxford HR works with organisations focused on social and environmental impact, it's vital that we apply the same standards of reflection and learning within our business.



Team Motivation

Our team shares a deep commitment to positive change. By reporting openly on our impact and goals, we keep everyone connected, aligned, and inspired to do meaningful work.



Continuous Improvement

We're proud of our culture of learning. Measuring our impact helps us reflect on what's working, what can be improved, and how we can increase our positive contribution every year.



B Corp Certification

Achieving B Corp Certification in 2024 formally recognised our commitment to social and environmental responsibility. It also provides a framework to assess, improve and report on our impact moving forward.

Our Goals

In 2024, Oxford HR focused on building impact in six key areas:

1. Staff Wellbeing & Engagement

The Why

An engaged team is key to sustaining our culture and delivering quality work for our clients.

Progress

In 2024, we continued our wellbeing initiatives, encouraged staff to use their volunteering days, and created spaces for team members to share ideas and feedback.

2. Inclusive Leadership & Equity, Diversity and Inclusion (EDI)

The Why

Inclusive leadership builds stronger, more equitable organisations and reflects the values of the clients we support.

Progress

We strengthened inclusive practices across our search processes and expanded our EDI support to clients through leadership training and assessment solutions.

3. Sustainability & Environmental Responsibility

The Why

Reducing our environmental impact and acting responsibly is an essential part of who we are and how we choose to operate.

Progress

We made conscious choices to limit our footprint, prioritised lower-carbon travel where possible, maintained our tree-planting partnership, and continued supporting clients working in conservation and environmental sustainability.

4. Leadership for Global Impact

The Why

Our mission is to equip purpose-led organisations with the leaders and support they need to tackle the world's biggest challenges.

Progress

In 2024, we worked with purpose-led organisations worldwide, appointing and supporting leaders who are helping to address challenges from climate action to global health.

5. Embedding B Corp Standards

The Why

B Corp certification ensures we meet high standards of social and environmental performance, accountability, and transparency.

Progress

Following our B Corp certification in 2024, we began reporting regularly on our impact and aligning our internal policies with the B Corp pillars.

6. Global Collaboration & Local Insight

The Why

Our global hubs and Associates enable us to support clients effectively across diverse cultural and sectoral contexts.

Progress

We strengthened cross-regional collaboration, sharing expertise across hubs and grounding our leadership solutions in local contexts while ensuring global consistency.

2024 Highlights

1.

Supported major clients tackling climate action, conservation, global health, and human rights.

2.

Strengthened our EDI commitment through inclusive leadership training and new leadership services.

3.

Leading Sector Conversations - Hosted our Knowledge Festival in October 2024 — a week of global discussions covering ESG, sustainability, talent and leadership, conservation and climate, philanthropy, culture and equity, and sector-wide challenges. These conversations reinforced our role as a thought-leader in purpose-driven sectors.

4.

Appointed over 90 leaders across for-purpose sectors globally.

5.

Achieved B Corp certification, joining a global community of purpose-driven businesses.

6.

Enabled staff to contribute over 30 volunteer hours to community projects worldwide.

7.

Included “Developing our B Corp impact” as a core objective in our business plan, strengthening our long-term commitment to responsible and sustainable practices.

8.

Contributed to sector leadership events, including sessions at the WILD Forum and the Centre for Humanitarian Leadership’s annual conference.



“

Working with the expert team at Oxford HR is true partnership; they are very good at listening to the unique needs of the organization as well as understanding its culture and values; and then filtering their search for candidates through these lenses. They were diligent, efficient, and very communicative as the process progressed. All in all, it was lovely working with the team and closing the search successfully!’

Avani Bedi
Vital Strategies

Clients across global sectors

In 2024, our client portfolio was distributed as follows:

53%

Global Development and Humanitarian

30%

Climate, Nature and Sustainability

10%

Trade and Economic
Development

7%

Global
Philanthropy

175

global projects run
to build leadership
sustainability

As the landscape of social impact evolves, we’re excited to grow our presence in Tech for Good and Renewable Energy.

These emerging sectors reflect the next frontier of purpose-driven leadership, combining innovation, technology, and sustainability to create meaningful change.

In the coming years, we aim to build deeper expertise and partnerships in these areas to expand our impact even further.



“

Oxford HR provided exceptionally responsive and professional service for our global search. The fact that they operate on multiple continents was invaluable in ensuring a highly talented and diverse talent pool.

Dr. Lola Omole-Odubekun
USIU-Africa

70%

cited our sector-specific expertise as the primary reason for choosing us



Clients gave us an average of 4.6 out of 5 on likelihood to recommend Oxford HR

80%

said our support strengthened leadership capacity within their organisations

95%

said they would work with Oxford HR again

>90%

felt our branding and advertising represented their organisation well



We received 4 out of 5 stars for our understanding of Equity, Diversity and Inclusion principles

100%

rated our understanding of job requirements as “Good” or “Excellent”

Many highlighted our global reach and cross-cultural understanding as major advantages

Clients across global sectors

In 2024, we continued to work in close partnership with our clients, moving beyond traditional transactional relationships to build meaningful collaborations.

Our goal has always been to support organisations in becoming more inclusive, resilient, and impactful — and this year, that commitment was evident across every sector we served.

We partnered with organisations tackling the most urgent global challenges: from climate action and biodiversity conservation to global health,

education, human rights, and sustainable economic development.

Each collaboration not only strengthened leadership within these organisations but also reinforced our belief that diverse, purpose-driven leadership is essential to building a better future.

A woman wearing a blue hijab is shown in profile, looking intently at a computer monitor. The background is a blurred server room with blue and green lights. The image has a dark blue overlay on the left side where the text is located.

“

Working with Oxford HR has been a wonderful experience! From the moment we engaged their services, it was evident that Oxford HR was just not another recruitment agency, but a true partner to Women Deliver every step of the way. The team provided us with a profound understanding of our needs and provided invaluable insights that went beyond the typical recruitment process. Oxford HR's communication and recruitment strategy for our role was exemplary. The team kept us informed at every step of the recruitment process. It was a pleasure working with the team and Oxford HR undoubtedly sets a new standard for excellence in the recruitment industry!

Andrea Gorson
Women Deliver

Our People & Culture

We place strong emphasis on positive relationships within our team, our communities, and our wider networks. We aim to ensure Oxford HR remains a great place to work — an organisation that attracts, develops, and retains skilled and committed people

Every full-time employee receives three paid volunteer days each year (pro rata for part-time staff).

We also recognise and value the contributions made outside the organisation through leadership and governance roles. This includes serving as a Non-Executive Volunteer Board Member for the Cheshire Football Association, supporting community sport, good governance, and inclusion across local football.

30+ hours of volunteering

We also place a strong emphasis on rest, renewal, and personal growth. Alongside annual leave, the whole organisation closes between Christmas Day and New Year, ensuring all colleagues can take meaningful downtime without interruption.

Additionally, after five years with Oxford HR, team members can take a sabbatical of up to three months (including one paid month), allowing space to explore personal interests, reconnect with loved ones, or take a

well-deserved break. We also offer a paid day off on each colleague's birthday, recognising that small gestures of care contribute to a healthier, happier workplace.

Flexible working

We support flexible working arrangements, including varied start and finish times and remote working, to help colleagues balance work with home and caring responsibilities. This flexibility also enables team members to work from their home country or another location when needed.

30+ nationalities

20+ languages

50% of our team are women

“

Offering a one month paid sabbatical was the biggest gift anyone could have given me at work. I can't speak highly enough about this opportunity for re-energising and refreshing. The sabbatical allowed me and my family to have an adventure that we still talk about all of the time today, which will hopefully leave my children with a deeper nature connection and wonderful memories. It would have been simply impossible without the gift of time and money from Oxford HR.

Zoe Greenwood
Head of Practice - Environment, Climate & Conservation

Our Environmental Impact

Addressing the climate and ecological emergency requires collaboration and long-term commitment. In 2024, Oxford HR took steps to reduce our environmental footprint through everyday practices and ongoing sustainability initiatives.



Remote working – As a primarily remote team, we continue to reduce our commuting-related footprint. Colleagues typically use co-working spaces 1–3 times per week when needed, and we encourage public transport, cycling, or walking whenever possible.

39%

of our staff have a home office powered by a renewable energy provider.

53% of our team are fully home-based.

65% of those based in our offices used public transport, bikes or walk on their commute.



Travel – As a global organisation, we recognise the environmental impact of air travel and remain committed to reducing flights wherever possible. For example, we encourage train travel between Oxford and Amsterdam rather than flying. While we still have progress to make, we continue to monitor our travel closely, and reducing our footprint remains a key ambition moving forward.



Tree and coral planting – To congratulate our placed candidates, we plant trees in their name at the end of each project—10 trees per placement, and 25 trees for CEO-level roles. We also plant 25 trees every month as part of our ongoing commitment to reforestation. In 2024 alone, we planted 1,360 trees, bringing our total to 7,363 trees planted so far with our partners at JUST ONE Tree, helping to remove a significant amount of CO₂ from the atmosphere.



74% of our home-based staff have recycling facilities for paper, cardboard, plastic, glass, and metal.



“

When we plant trees, we plant
the seeds of peace and hope.

Wangari Maathai

Our Environmental Impact



Environment, Climate, Conservation and Sustainability sector specialism – Our practice in this space is one of the most established within Oxford HR, having worked on key appointments at organisations making significant advances such as WWF, Greenpeace, Mighty Earth, Weforest, Global Water Partnership and Green Climate fund. Working with these clients gives us invaluable learning opportunities in climate action and sustainability. Furthermore, our team work hard to deepen their own knowledge of environmental issues attending conferences such as London Climate Week, New York Climate Week, Blue Earth Summit, Net Zero Festival and the BARTA Conference, and hiring experts from this sector into our team to remove a significant amount of CO₂ from the atmosphere.



Sustainable website – Oxford HR has a refreshed website this year, setting up detailed image and code optimisation to produce rapid loading times, while we were also selective with our use of imagery, only adding media if it truly added value, while using less resource intensive vector graphics if not.

The future

As we reflect on 2024, we also look ahead to the challenges and opportunities of the coming years.

The climate and ecological crisis, growing inequality, and shifting global dynamics remind us that purpose-driven leadership is needed now more than ever.

Our B Corp certification in 2024 was an important milestone — but also just the beginning. It gives us a framework for continuous improvement and holds us accountable to the highest standards of social and environmental performance.

In 2025 and beyond, Oxford HR will continue to:

- Strengthen our commitment to sustainability by further reducing our environmental footprint and exploring new ways to integrate climate responsibility into our work.

- Expand our Equity, Diversity, and Inclusion efforts, ensuring our searches, consultancy, and internal practices foster greater fairness and representation.
- Continue supporting our clients through innovative leadership solutions, from co-leadership and board advisory to succession planning and inclusive leadership development.
- Keep building collaboration across our global hubs, ensuring local insight and global perspective go hand in hand.

Our Partners





In memory of Toby and Mukami



Like what you see? This report was designed by Oxygen, our communications agency

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