



Logistics Director

July 2024

Message from the Executive Directors

We are so excited you are interested in the role of Logistics Director at Greenpeace UK!

We started as Co-EDs in October 2022 with a lot of energy and excitement to build on Greenpeace's 50-year legacy of making change through taking action. We joined at a time critical for the future of the planet and its residents. There are no two ways about it - this job is a challenging one, but it is also the most important challenge, should you choose to take it on! It's a time when the tide on this era defining issue could be turning.

The climate movement is now more mainstream than ever, with more public support for halting climate and biodiversity breakdown and ever more people willing to take action. The solutions we need to resolve these crises are at our fingertips - and so our movement is powerful. In the coming years, we need to make this movement stronger and lean into Greenpeace's strengths.

We want to work at the intersection of social justice and climate to drive progressive change and we want to do this in the most inclusive and diverse ways possible. Greenpeace knows what the world we want looks like-and this is where you come in-to help us make it real.

In this role, you will provide leadership, strategic direction and oversight for the Logistics Department, to deliver innovative, challenging and inspirational activities, events, allyship and organising. You will manage deputies and create a 'can do' culture which encourages smart risk taking and makes Greenpeace a vital part of the larger movement.

Thanks again for your interest!

Areeba and Will, Executive Directors



About Greenpeace

Greenpeace is a movement of people who are passionate about defending the natural world from destruction.

Our vision is a greener, healthier and more peaceful planet, one that can sustain life for generations to come. We're independent. We don't accept any funding from governments, corporations or political parties - our work is funded by ordinary people. That means we're free to confront governments and corporations responsible for the destruction of the natural world and push for real change.

We do this by investigating, documenting and exposing the causes of environmental destruction. We work to bring about change by lobbying, consumer pressure and mobilising members of the general public. And we take peaceful direct action to protect our Earth and promote solutions for a green and peaceful future.

Greenpeace was founded in 1971 by a small group of concerned individuals, who set sail to Amchitka Island off the coast of Alaska to try and stop a US nuclear weapons test. Their old fishing boat was called "The Greenpeace". Today, Greenpeace is present in over 40 countries around the world. Our movement is growing every day and our commitment to realising our vision is as strong as ever.

We find ourselves at a pivotal point in human history. Climate change and biodiversity loss are both rapidly accelerating, and we're seeing and feeling the effects of it ever more - in the changes to our air, sea levels and more extreme weather events, and in the daily warnings of ecological collapse. The need to act to protect our planet has never been so urgent, yet governments and corporations are still dragging their feet. Our mission is to promote radical changes and new solutions to the ways we live on this planet so that we can all call it home for generations to come.

The Role

Role: Logistics Director

Location: London, UK. At least 2 days in the London (Islington office) per week. Sponsorship will be considered for the right candidate.

Salary: c£78,000 - £85,000 depending on experience

Benefits:



- Salaries for our jobs are advertised as and when vacancies arise, so you know upfront if it's right for you. Each year, a cost-of-living inflationary increase is considered and is subject to board approval.
- Our full-time working week is 37.5 hours.
- Annual leave is 25 days per year for full time staff and additional leave is accrued according to length of service up to a maximum of 32 days. Annual leave is applied pro rata for part time staff. The office is normally closed between Christmas and new year and staff are not required to use annual leave to cover this period.
- Salary sacrifice pension scheme held with Aviva. Greenpeace contributes 8.5% of basic salary, provided employees contribute at least 3%.
- To assist with meeting the costs of travel to work, employees are able to take advantage of an interest free season ticket loan, or a tax efficient bicycle loan offered through www.cyclescheme.co.uk.
- Life assurance scheme paying four times the employee's annual salary in the unfortunate event of death during employment.

Direct Reports:

- Deputy Director - Actions
- Deputy Director - Organising
- Workshop Manager - Logistics
- Workshop Manager - Community
- Movement Building Coordinator
- Events Manager x 2

Role Purpose

The purpose of this role is to provide long term leadership, strategic direction and oversight for the Logistics Department, ensuring Actions, Events, Logistics, Organising and Allyship are conducted in the context of the UK and global Greenpeace vision and strategy.

The Logistics Director will continually develop Greenpeace's capacity to deliver innovative, challenging, inspirational activities, events, allyship and organising work, while managing risks; both within the UK and in support of priority NROs and the global programme.



Main Responsibilities of the Post

Organisational Leadership

- Set the vision and strategic direction of the organisation by working closely with directors leading Programme, Fundraising, People and Culture and, Operations and co-Executive Directors as part of the Senior Management Team at Greenpeace UK
- Live the values of the organisation and leading by example by investing in relationships, setting high ambition and recognising the interconnectedness of issues.
- Promote, modelling and embedding high standards of management practice, as part of the collective senior leadership of the organisation
- Ensure effective integration and liaison with other Greenpeace offices and your counterparts; actively participating in the planning of relevant international outputs
- Contribute to ensuring organisational decisions, policies and systems to support the needs of the whole organisation.
- Report regularly to the GPUK board on Logistics department strategy, approach, plans and progress.
- Contribute to and support decisions taken by the Executive Director, other Directors and the UK Board, including those which may be unpopular.

Logistics Department Leadership

- Provide inspiring leadership, support and direction to members of your team across all functions. Apply fairness and consistency in dealing with all staffing matters.
- Ensure the development and delivery of individual team strategies and plans, monitoring progress against agreed objectives.
- Ensure that Greenpeace can deliver effective and challenging direct actions, photo opportunities and direct communications which meet campaign aims, and that opportunities for such action are identified and amplified.
- Maintain oversight of the organisation's Organising work, ensuring it is innovative, engaging and effective.
- Create the conditions for the Allyship and Movement building work to be embedded in all aspects of the Organisation's work and support the agreed strategy.
- Facilitate and support good working relations between the department and all other teams in the organisation, with a focus on Programme and Fundraising.
- Promote the understanding of and participation in direct action and offline engagement across the office.
- Create and foster an atmosphere of collaboration and co-operative working where individuals respect and value colleagues' expertise and contributions.



- Alongside other Directors, to be a core member of the organisation's Health & Safety Committee attending quarterly meetings or ensuring appropriate representation as required.

Oversight of Logistical Operations

- Support the Deputy Director - Actions in developing and signing off actions output and to ensure the process is reviewed and fit for purpose.
- Take overall responsibility for the health and safety of all participants in Greenpeace actions, protests and other activities involving the Logistics Department.
- Oversee operations in the warehouse, to ensure they support the aims of the organisation and are conducted to a high standard. Be accountable for the maintenance and safe and effective operation of all tools and vehicles to meet HSE requirements.
- Ensure that fit for purpose annual training programmes are designed and delivered for Greenpeace staff and external activists.
- Ensure legal support is in place prior to and following Greenpeace activities and defendants are consulted and updated on their legal representation.
- Ensure appropriate Duty of Care processes are in place and adhered to, in line with agreed UK and International policies.
- Ensure any incident or accident is fully investigated, reported and learned from.

Departmental Management

- Provide line management, support and direction to direct reports. Set clear expectations of highest possible standards of work, delegating tasks and projects appropriately with result-oriented goals. Be accountable for upholding high standards of conduct and work performance standards and to take appropriate action if these are not met.
- Ensure effective management and staffing structures are in place in the department and are developed and reviewed as necessary. Actively plan and oversee staff recruitment, development and succession to meet future programme requirements.
- Work closely with the People and Culture team to ensure the learning, development and training needs of the department are met.
- Oversee the annual budget setting process in consultation with the Head of Finance, ensuring adherence to agreed budgets and budget processes across the department
- Maintain an overview of staff requirements, and work with the Senior Management Team to ensure that employment contracts are properly funded and managed with a long-term view.
- Take responsibility for proper and effective communication between line-managed staff; ensure that decisions taken by other members of the Senior Management Team and information from other departments reaches all staff expediently.



Programme Work

- Along with Deputy Directors and Programme Director, participate in prioritisation setting, strategic and operational meetings.
- Ensure that all logistics staff are integrated into the relevant project teams and are working towards delivery of the agreed Greenpeace UK programme.
- Measure and evaluate the results of output against clear objectives and ensure learnings are embedded.

Greenpeace International

- Participate constructively in, and contribute to the leadership of, the international community of Greenpeace international directors of logistics.
- Proactively identify and work on collaborative projects and make UK skills and experience available outside of the UK, in line with organisational priorities.
- Oversee positive relations with GPI and other GP offices, representing GPUK on logistical strategies and issues.

Candidate profile

We are looking for someone who has a deep interest in, and understanding of, issues relating to:

- Smart risk-taking approaches and creative confrontation that are at the heart of Greenpeace campaigns and engagement.
- Innovative ways of creating change that might include non-violent direct action, investigations, art installations, mapping and maritime work in a way that increases the impact of people power.
- Risk management systems and structures, and how they apply to an organisation like Greenpeace.

You will bring leadership experience, which includes:

- Experience of leading, motivating and managing staff and teams and their work performance.
- Ability to inspire innovation in others and lead them through organisational change.
- Effective communication skills, both verbally and in writing.



- Demonstrable understanding and full commitment to diversity, inclusion and anti-racism principles and the ability to embed them into operations and ways of working.
- Ability to put forward challenging ideas that will contribute to the overall direction of Greenpeace.
- A passion for meeting organisational campaigning aims, and an ability to consider and discuss the significance of such work for the organisation as a whole.
- Experience of preparing and managing budgets.

It would be beneficial if you could bring:

- Experience of planning complex events and interventions, including the process of researching, investigating, planning, safety and other requirements.
- A good understanding of, or strong appreciation for, the role of direct action, mass protests and other forms of direct intervention in achieving social change.
- Experience of participating in, devising, planning and carrying out confrontational and successful interventions and actions.
- Experience of devising and implementing training that breaks down barriers and encourages understanding and inclusion.
- An understanding of the principles of Organising and motivating volunteer networks.
- Commitment to the values of Allyship, an understanding of social movements and ideas about how organisations like Greenpeace can effectively participate in and enable them.
- Experience of ship management and maritime assets would be of interest but is not essential.

Personal Qualities:

- A commitment to peaceful activism and its belief in making change happen
- Personal belief in and support for the aims of Greenpeace.
- A willingness to take risks, a total commitment to non-violence.
- An ability to consider the views and ideas of others and to understand the nature of team working.
- Diplomacy skills and an ability to resolve conflict.
- An ability to be exceptionally innovative and creative.
- A high degree of self-motivation.
- Ability to adapt in a fast-changing environment and to act quickly and decisively when necessary.
- Personal resilience and ability to work effectively whilst taking pressure from above and below



How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy) e.g., Malika-Jones-CV-072024-Greenpeace or Malika-Jones-CoverLetter-072024-Greenpeace.

Greenpeace UK and Oxford HR are committed to providing equal opportunities for everyone regardless of their background. We acknowledge that people from certain backgrounds are under-represented in environmental and campaigning organisations and we’re committed to doing what we can to correct this. We are particularly keen to receive applications from people of colour; people with disabilities; people who identify as being LGBTQIA; people who are neurodiverse; and people who identify as working class now or in the past.

Get in Touch

If you would like to have an informal discussion, have any queries, or need additional information please email Zoe Greenwood, Head of Environment Practice at zgreenwood@oxfordhr.com in the first instance. Please read the candidate pack in full before getting in touch.

Timeline

Closing Date: 1st September 2024. Please note applications will be reviewed on a rolling basis.

Interview with Oxford HR: 16th - 19th September 2024

Interview with Greenpeace interviews: 30th September 2024

Selection process

All candidates will receive an update regarding their application within 12 days after the closing date. We will endeavor to offer feedback where possible.



Equality Statement

Equality and diversity are at the core of Greenpeace values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

About Oxford HR

Exceptional leaders can inspire change and propel purpose-led organisations towards reaching their world-changing goals. Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success.

Oxford HR is a global leadership consultancy dedicated to searching for and supporting remarkable leaders and teams in purpose-led organisations.

We understand the nuances of purpose-led leadership because we've worked in organisations across the breadth of the sector ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.