



Chief Executive Officer (CEO)

November 2024

About Transform Trade

A global community of farmers, workers, collectives, campaigners, donors and supporters, we work together for trade that values people over profit.

In Asia and Africa, we partner with farmers, workers and artisans to help them benefit from more sustainable and equitable trade. In the UK we advocate and campaign for changes to business practices and government policy.

The Role

Role:	Chief Executive Officer (CEO)
Location:	Any of Transform Trade's office with right to work
Hours:	5 days FTE
Salary:	Competitive

Job Summary

Transform Trade seeks an inspiring, visionary leader to develop, lead and guide the organisation through its next phase of strategic growth and organisational sustainability. With a focus on trade justice and ethical business practices that empower producers and workers in the context of climate change, the CEO will oversee the implementation of the organisation's mission to create a just and sustainable global trading system. The CEO will work closely with the board, staff, and global partners to lead Transform Trade towards delivering its ambitious goals of supporting producer businesses, building an enabling environment for fair trade, engaging the UK public in trade justice, and fostering an inclusive and agile organisation.



At Transform Trade every member of staff is required to support our efforts to build our reputation, fundraise where they can and advocate on issues we campaign on. Our values underpin what we do and how we do it in all areas of our work; both internally and externally.

Everyone is an ambassador; everyone is an advocate; everyone is a fundraiser.

Responsibilities

Strategic Leadership

- Together with the Board of Transform Trade and as leader of the Senior Management Team you will lead development and execution of the organisation's overall strategy.
- Drive the implementation of Transform Trade's strategic objectives, ensuring the alignment of activities with the vision, mission, and values of the organisation.
- Maintain a strategic focus on sustainability, equity, and partnerships, positioning the organisation as a leader in transformative trade models.

Fundraising and Financial Stewardship

- Overall responsibility for implementing a diverse range of fundraising initiatives to ensure the execution and continuing sustainability of Transform Trade's work.
- Ensure the long-term financial sustainability of Transform Trade, seeking new and innovative funding sources while managing and expanding current donor and partner relationships.
- Ensure effective financial planning, management, and reporting to maintain organisational sustainability and impact.

Programme Development & Impact

- Responsibility for the overall leadership, development, implementation and delivery of Transform Trade's international programmes, its policy, campaigning and advocacy work. You will bring a strong public profile to this work.
- Lead the organisation's efforts to invest in and support producer businesses, social enterprises, and workers in small-scale agriculture, tea, and garments.
- Monitor and evaluate the organisation's impact on communities and the environment, ensuring continuous improvement.



Advocacy & Public Engagement

- Champion trade justice, advocating for fairer trade policies and systems that support producer businesses and workers.
- Act as the organisation's primary spokesperson, representing Transform Trade in the media, at events, and with stakeholders.
- Build and engage a movement for change by increasing the number of UK supporters and contributors to trade justice campaigns.

Organisational Culture & Governance

- Provide motivational and supportive leadership to staff. Create an open, collaborative and empowered culture passionate about delivering the organisation's mission.
- Foster a collaborative, inclusive, and values-driven workplace culture, promoting equity, diversity, and inclusion (EDI) within the organisation.
- Lead an international, agile leadership team and work closely with the board of directors to ensure good governance and accountability.
- Guide the continued development of Transform Trade's governance model, ensuring it is globally connected and locally rooted.

Partnership Building & External Relations

- Strengthen existing relationships and forge new strategic partnerships with global producer businesses, civil society organisations, and advocacy networks.
- Represent Transform Trade's interests in international forums, developing collaborative initiatives to promote sustainable trade and business models.

Candidate Profile

You will be

- An experienced strategic leader with significant and demonstrable experience of senior management in a comparably sized or larger organisation or NGO, able to adapt to a rapidly changing world.
- An inclusive, empathetic leader who values diversity, empowers others and is committed to ethical leadership and upholding the values of fairness, equality and transparency.
- Fully supportive and passionately committed to Transform Trade's mission of challenging trade and climate injustice, and a belief in the benefits of 'fair trade'/transforming global trade for the betterment of people and the planet.
- Experienced in delivering international development programmes, preferably in themes around trade, climate or poverty reduction.



- Empathetic to the situation of producers in the developing world, with a positive belief in the potential of trade and business to promote international development and a strong desire to work to promote trade justice and development.
- Willing to travel in the UK and to overseas offices, and other occasional international travel as required.

You will have

- Proven leadership experience in a non-profit, social enterprise or relevant private sector organisation, ideally with a focus on trade, sustainability, or international development.
- Experience working in or alongside fair trade, ethical supply chains, or social justice movements.
- Demonstrable experience in developing and implementing strategic plans with measurable outcomes.
- Strong leadership and management skills and experience and the ability to work with teams across multiple geographies to deliver strategic change.
- Proven inter-personal skills and cultural intelligence, able to inspire confidence and respect in others, and to motivate/influence/persuade them. Proven networking skills and credibility with official and community audiences.
- Excellent oral and written communication skills, including effective and inspiring public speaking and handling media interviews, with the ability to inspire and engage diverse audiences.
- Strong financial acumen, with experience in budgeting, forecasting, and resource management - highly numerate, able to manage departmental budgets, and to understand financial issues.
- Track record of successful fundraising, partnership building, and stakeholder engagement at a senior level.
- Education to a graduate level (or equivalent) in a relevant discipline.

You may have

- Understanding of UK and European political structures, and experience of advocacy work in those arenas.
- Knowledge of key issues in sustainable trade, human rights, and environmental protection.
- Experience of managing projects funded by major donors.
- Expertise in core commodity supply chains.
- Experience of living and working in the developing world.
- Understanding of commercial practices and large company cultures.
- Working knowledge of other relevant languages.
- Postgraduate qualification in a relevant field.
- A network of contacts in the fair trade, social enterprise, or sustainability sectors.

Whilst Transform Trade is a Christian response to poverty, we welcome applicants from all faiths or none. We do ask that all staff members respect the values, ethos and culture of the organisation. We welcome applicants from diverse backgrounds and value lived experiences.



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., Pat-Jones-CV-112024-TransformTrade or Pat-Jones-CoverLetter-112024-TransformTrade.

Timeline

Closing Date: 23rd December 2024

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of Transform Trade’s 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.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at nsutcliffe@oxfordhr.com in the first instance.



About Oxford HR

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