



# Executive Director

February 2025

# Message from the Chair

## A better tax system for everyone.

The UK's approach to tax isn't working. Our government fails to raise enough money to support high quality public services and wealth is desperately under-taxed.

We campaign for a fairer tax system that takes more from the very wealthy. A tax system that actively redistributes wealth to tackle inequality; and that funds high quality public services.

Our mission is to ensure that everyone in the UK benefits from a fair and effective tax system.

This is an exciting time to be joining Tax Justice UK, with all of the new opportunities created by a new government, we have a strong track record for change. In the previous parliament we moved the needle on the debate around taxes and in the October 2024 Budget the Chancellor announced four of our ten tax proposals including closing tax loopholes, scrapping non-dom status, raising capital gains tax and taxes on private jets.

We are looking for a new Executive Director to build on this success. We are looking for a strong campaigner with a deep commitment to progressive values to lead the organisation in the next phase of its impact. You must be confident in navigating movements and working with a wide variety of stakeholders including funders, partners and politicians.

This is a unique role leading Tax Justice UK as well as playing a leading role in the wider tax justice movement both in the UK and internationally. We are looking for a principled pragmatist that is well versed in analysing power, delivering different tactics and can apply this to developing change strategies for a fairer tax system and thriving society.

Our current Executive Director has done a fantastic job of building the foundations for the UK tax justice movement to achieve critical change. We're proud that TJ-UK is an incubator of talent, with staff members leaving to advance their careers. We have an incredibly strong team and an active and engaged board as we enter the next phase of the organisation's development and impact for the 2025-2027 strategy period.

As we seek to build the political space in which progressive tax reform is considered common sense, with politicians feeling under pressure to enact reform and see the political advantage of doing so. TJ-UK drives a wide movement of organisations calling for tax reform, providing strategic direction, cultural cohesion and attracting resources to create more impact. We are a non-politically aligned bridge builder, working with everyone who shares our vision for a fairer and more effective tax system, and working to convince those who don't.

You may already be a senior leader in the not-for-profit sector, ideally with deep experience in at least one of the core strands of our theory of change: political mobilisation, movement building and narrative development. We are open to candidates looking for a step up into their first CEO role, who are able to be hands-on in supporting the team where necessary but also ambitious for generating change. We are an inclusive organisation, and we are actively encouraging applications from candidates with a non-traditional background and lived experience of these issues.

In return we will provide you with a strong learning and development package, a supportive and ambitious board and a strong staff team with a supportive culture.



**Christine Oram,**  
**Chair of the Board**

# About Tax Justice UK

TJ-UK's purpose is to create the political space in which progressive tax reform is considered common sense. A fairer tax system will help to create an economy that works for everyone.

## Our Long-Term Vision

Tax Justice UK recently undertook a project to define its long-term vision.

We asked ourselves: what kind of country do we want the UK to be in ten, 20 or 50 years' time – and how can we change the tax system to get there?

These aren't abstract questions. With inequality growing, public services on their knees and an impending climate emergency, it's never been more important to define what an alternative future could look like.

We've recently spent time with other members of the tax justice movement thinking about how we address these problems. Here is our outcome.

## What's our vision?

Our country is facing four major crises. There is an alternative and the tax system can play a big role in getting us there.

The first crisis we identified was the state of our NHS and public services. They're on their knees and need more funding to survive. **Our vision is for good quality public services, supported in part by higher taxes on wealth and the biggest companies.**

The second crisis is rampant inequality. A small minority hold huge and growing wealth, while everyone else is getting poorer, with the cost of living crisis accelerating these trends.

**We believe a country where wealth and opportunities are evenly spread across the population is possible.** How do we do this? The tax system needs to be rebalanced so that the super-wealthy are taxed significantly more, with the money re-invested in supporting the country as a whole.

The third crisis is climate and environmental breakdown. **We need rapid decarbonisation and a transition to a more sustainable economy.** The tax system needs to raise money to support efforts to tackle global heating. We also need to end the way the tax system subsidises carbon emissions, for example the current big tax breaks for new oil and gas exploration.

Finally, our democracy itself is under threat with power and wealth concentrated in the hands of so few. Our tax system currently favours this elite. **We want to see a society where the tax system is set up to help the majority, not just the rich.**

All of our work aims to resolve these crises, using tax to pursue the vision we believe is possible.

## Our Strategy

Our strategy is to build a strong UK tax justice movement, influence the media conversation on tax and persuade politicians to back tax reform.

Our work is supported by over 60,000 members of the public, as well as a wide range of organisations. We are not-for-profit and politically non-aligned.

**You can read our [full 2022-24 strategy](#). Our initial strategy, covering 2019-2021 is available [here](#). Our 2025-2027 strategy will be published shortly and will be shared with all candidates.**

Tax Justice UK is a partner of – but independent from – the Tax Justice Network.



# The Role

## Role:

Executive Director

## Contract:

Permanent

## Location:

London, with remote working (at least 1 day in the London office)

## Hours:

Full time, open to considering flexible working

## Reports to:

Chair of the Board

## Manages:

Deputy Director: Communications, Deputy Director: External Affairs, Development Manager, Senior Finance and Operations Officer

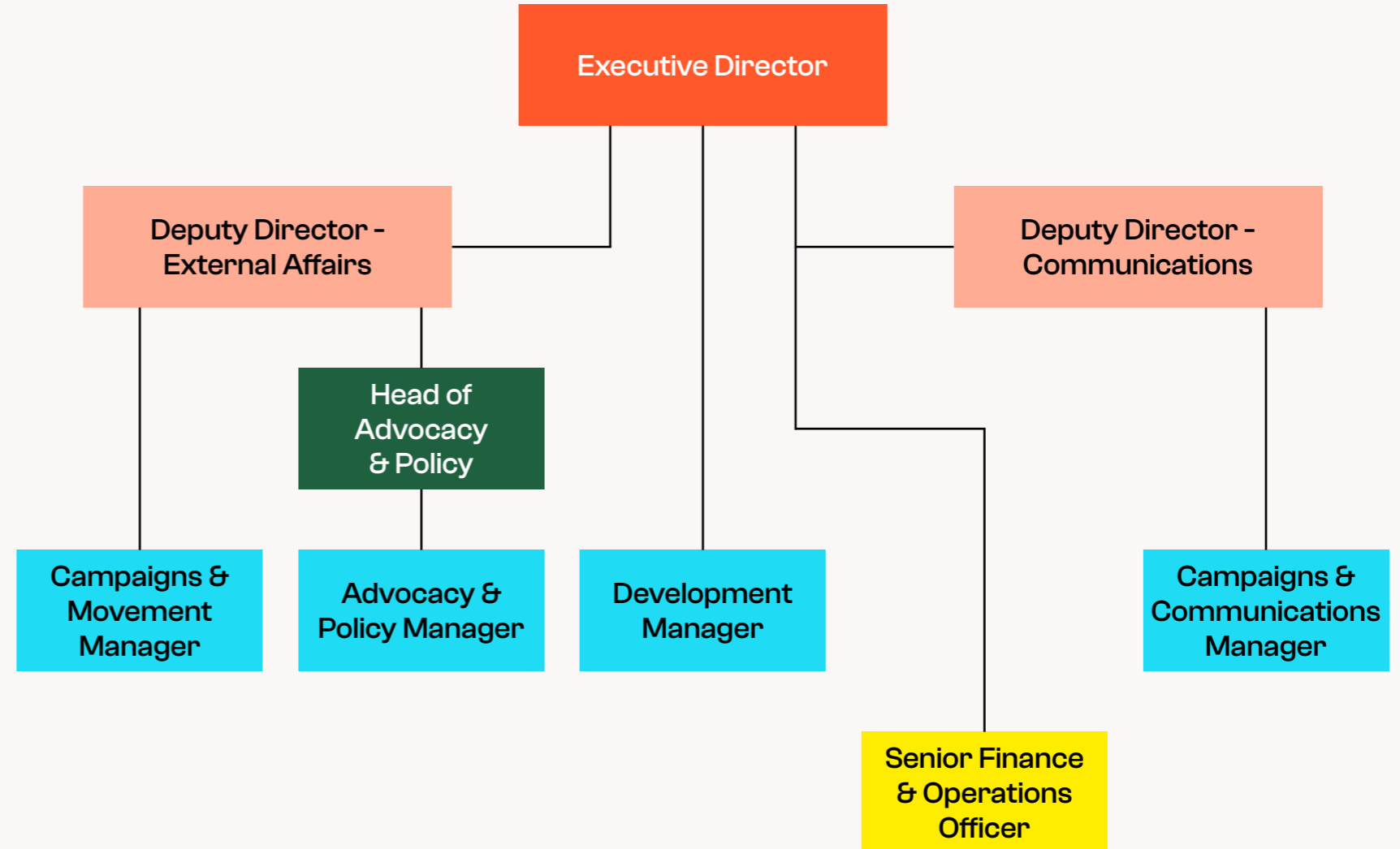
## Salary:

£64,688 – £70,436

## Benefits:

Generous Leave Allowance, Pension contribution, Flexible working hours / working patterns, other enhanced benefits.

# The Team



## Role Summary

Tax Justice UK (TJ-UK) has built momentum for progressive tax reform. Tax is high on the political agenda and the new government opens up space for a fairer tax system. Your role will be to use key political moments to win significant policy reform. You don't need to be an expert in tax policy, but you do need to be hungry for change, and able to convince people in positions of power to listen to our messages and make changes.

Tax Justice UK has a track record of securing campaign wins, putting wealth taxes onto the political agenda and securing a number of manifesto commitments for our policy ideas. We have built strong relationships with

politicians, advisors, policy makers and a network of influential think tanks and organisations. We also have excellent relationships with many influential media outlets, regularly securing extensive media coverage on tax justice issues.

We're looking for a progressive and inclusive leader with a track record to achieve political change and a commitment to tax justice. You will be confident in shaping policy, building good working relationships across networks and political spaces.

If that sounds like you, we'd love to hear from you.

## Role Purpose

The purpose of this role is to lead TJ-UK to deliver tax reform ensuring that everyone in the UK benefits from a sustainable, fair and effective tax system. The Executive Director (ED) will build on our long-term strategy for the organisation, demonstrate our organisational values and lead our supportive and inclusive culture, be a thought leader and

key spokesperson, ensure good governance and financial management and provide strategic leadership for the organisation.

The Board Chair and the ED have a standing monthly call with regular communication, and the ED calls on other board members expertise as required.



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## Values and Behaviours

The Executive Director leads by example in demonstrating behaviours in line with our three core values: courage, equity and integrity.

### Courage:

- We are bold, principled and persistent, whilst holding faith in our values and mission.
- We don't get disheartened for long and step up when it feels difficult.
- We welcome vulnerability, constructive challenge, and new ways of working.
- We are honest with each other and open to learning and reflecting.
- We are generous and honest with the wider tax justice movement.
- We show care for each other and ourselves, respecting our personal integrity and boundaries.

### Equity:

- We champion a more equitable and more just world and economy.
- We challenge structural oppressions through our strategy and how we work as an organisation, taking our responsibilities as an employer seriously.

- We welcome, celebrate, respect and defend difference within the team.
- We listen actively, recognise our own privilege, and assume good intentions in the first instance.

### Integrity:

- We pursue truth and are rigorous with our standards.
- We are agile and align our campaigns with what will make the most difference over the long term.
- Our interactions with partners, supporters and funders are deeply rooted in respect and our values.
- We aim for clarity in our processes and decision making, and consistency in how people are treated.

# Role Responsibilities

## Strategic leadership of the organisation and the Senior Leadership Team (SLT)

- Lead the organisation to deliver on TJ-UK's values by promoting equity, inclusion and diversity.
- Build and support the SLT to lead the organisation, developing and delivering a strategy which achieves sustainable growth of the organisation and external impact.
- Oversee the planning and implementation of TJ-UK's external campaigns in response to strategic opportunities.
- Lead the SLT to build an organisational culture that attracts, develops and motivates staff whilst promoting effective collaboration in line with organisational values.
- Oversee the evaluation and improvement of the organisation's activities.
- Oversee the delivery of a fundraising strategy which involves building and cultivating long term relationships with a range of funders including from major donors, individual donors and grants.
- Lead the development of organisational policies, HR and staff development.

## Develop and implement organisational strategies

- Develop the organisation-wide strategy with the team and board
- Oversee the development and implementation of specific strategies with the team including:
  - Building a collaborative tax justice movement

- Communicating a consistent and powerful message.
- Mobilising members of the public
- Engaging politicians and external influencing

## TJ-UK thought leader and key spokesperson

- Be the lead ambassador for TJ-UK, building the organisation's reputation, presence and impact, including with the media, the public and politicians
- Build and maintain relationships with key stakeholders including parliamentarians, press and media, influencers, organisations, funders and think tanks
- Oversee TJ-UK's policy development including building relationships with leading tax thinkers
- Produce written content for publication sharing TJ-UK policy positions and campaign messages
- Contribute and steer the wider tax justice movement where appropriate

## Governance and financial management

- Ensure effective governance, including through managing board meetings, statutory reporting, and the development of corporate policies and procedures as required (including managing organisational risks)
- Oversee the organisational budget, ensuring income targets are hit and expenditure is managed

- Report to the board on progress against strategy and plans as well as the financial health of the organisation
- Ensure appropriate accounting systems, financial policies, processes and controls are in place to meet all relevant legislative, regulatory and accounting requirements.
- Ensure proper project governance, including oversight of funding agreements and other contractual documents.

## General responsibilities and duties

- Undertake the duties of the job description in accordance with the operational policies of TJ-UK, including but not limited to the equality and diversity statement.
- Maintain good working relations with the board, staff and other stakeholders.
- Present the organisation in an appropriate and professional manner to its stakeholders.
- Contribute to the development and growth of the organisation through working in accordance with its wider objectives, organisational culture and values.
- Work out of usual hours if necessary.
- Undertake any other reasonable duties as may be required.



## Person Specification

If your skills and experience do not match this list but you feel that you have transferable experience, a desire to learn, and a commitment to TJ-UK's vision, we still welcome your application.

### A savvy progressive leader:

- A deep commitment to progressive values
- A track record of achieving political change and motivating others to take action
- A sound strategist, who understands how to make an organisation and a movement ready for success and harness political opportunities in support of campaigns
- A deep understanding of how UK politics works, including Parliament and relevant government departments
- Ability to build strong relationships with figures from across the political spectrum and wider tax justice movement
- Generosity, sensitivity and humility to work with a range of people with different perspectives
- Experience of being a media spokesperson

### A confident collaborator:

- Experience of navigating complicated policy issues to reach credible policy positions
- Ability to work with funders, politicians, policy experts, to shape the wider narrative around tax

- Ability to convey complex policy ideas to non-expert audiences in a simple and compelling way - adapting style, language and content to deliver maximum clarity and gain support
- Experience of acting as a media spokesperson for TJ-UK
- Understanding of economic and tax justice.
- A team leader who listens and lets others take the lead where appropriate.

### An innovative culture shaper:

- Experience as a senior leader and manager in the not-for-profit space
- Experience of developing and implementing strategy
- Ability to motivate staff and maintain a positive and inclusive organisational culture
- Experience of hands-on day to day working alongside ability to delegate effectively
- Commitment to flexible working practices



# 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-Document Name-Date (mmyy) e.g., Pat-Jones-CV-022025-TaxJusticeUK or Pat-Jones-CoverLetter-022025-TaxJusticeUK.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government’s new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>.

## Timeline

Closing Date: 19th March 2025  
First stage interviews: 31st March – 2nd April 2025  
Final interviews: Week of 28th April 2025

## 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 Tax Justice UK’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.

[Link to Tax Justice UK’s Equality and Diversity Statement](#)

## Queries

If you have any queries on any aspect of the appointment process, need additional information or require reasonable adjustments to support with your application, please email; Principal Consultant, Nicola Hogarth - [nhogarth@oxfordhr.com](mailto:nhogarth@oxfordhr.com) in the first instance. **Please write in the subject line: Tax Justice UK - Executive Director**





## About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: [oxfordhr.com](https://oxfordhr.com)



## Oxford

46 Woodstock Road  
Oxford  
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

## Nairobi

Indigo Cowork Space  
Off General Mathenge Road  
Westlands  
Nairobi

Kenya

+254 (0) 715 163 631

## Singapore

6 Battery Road  
#06-16  
049909

Singapore

+65 (0) 9114 1439

## Washington

1250 Connecticut Avenue NW  
Suite 700  
Washington, DC  
20036

United States of America