



Executive Director

July 2025

About War on Want

War on Want is a charity but not an aid agency. We don't impose solutions to poverty. We fight against the causes of global poverty, inequality and injustice. We work in the UK and with partners across the globe to fight poverty and defend human rights, as part of the worldwide movement for justice. We work in partnership with grassroots social movements, trade unions and workers' organisations in the Global South and across the world. We campaign in the UK to challenge human rights abusing corporations and governments, to hold those responsible for inequality and poverty to account. Together with our Global South partners and allies, we are campaigning for a Global Green New Deal to deliver a just transition to fairer, greener societies and economies, to protect people and planet. By working together as a global movement, we can challenge the structures of inequality and injustice. If we act together, a just, fair world is possible.

Our Details

- **Registered Office & Head Office:** War on Want, 44-48 Shepherdess Walk, London N1 7JP
- **Telephone:** 020 7324 5040
- **Email:** support@waronwant.org
- **Website:** waronwant.org
- **Registered Charity No:** 208724
- **Company Limited by Guarantee Reg No:** 629916
- **Instagram:** @waronwant
- **Bluesky:** @waronwant.bsky.social
- **X:** @waronwant

The Role

Role: Executive Director.

Contract: Permanent contract.



Location:	This role is based at War on Want's London office, with staff working from the office and from home. Some travel within the UK and overseas may be required
Reporting to:	Chair of the War on Want Council of Management.
Hours:	35 hours per week. Some weekend and out of hours working is essential. Please note that we are open to considering job share applications for this role.
Responsible for:	Staff body of 27 employees, including three departmental directors.
Holidays:	27 days' annual leave, including four days over the Christmas period when the office is closed; rising to 29 days after three years' service and 30 days after five years.
Salary:	£86,000.
Benefits:	Pension contributions: Interest-free loan for season ticket or bicycle purchase.

Job Summary

The Executive Director will provide strategic leadership in delivering War on Want's mission and charitable objectives, as outlined in the organisation's [strategic framework](#). They will serve as the principal spokesperson, leading the development of War on Want's public profile through media and external engagements. The Executive Director will oversee the Senior Management Team in achieving the organisation's core goals of engagement, impact, and income generation and support the Council of Management in ensuring strong governance and accountability. They will lead efforts to inspire and secure support from institutional partners, and champion War on Want's role as an intermediary funder through its Azadi Fund for Just, Equitable and Ecological Transitions. Finally, and importantly, they will ensure effective organisational management, including robust operating systems and the promotion of a positive and inclusive staff culture.



Responsibilities

Strategic Leadership

- To work with the Council of Management to ensure and deliver a long term strategy for War on Want through which to realise its mission.
- To lead the Senior Management Team in cross-organisational planning to deliver War on Want's strategic objectives.
- To lead in the development of War on Want's policy positions and ensure they are up to date, consistent and shared throughout the organisation.
- To champion War on Want's role in partnership and active solidarity with a wide range of Global South partners, including those in Palestine, Western Sahara and other politically sensitive areas.
- To inspire War on Want's staff, members, supporters and allies in the furthering of War on Want's objectives.

External Relations

- To lead in the promotion of War on Want's public profile and ensure the organisation is represented in a professional manner at all times.
- To lead in building relationships with key stakeholders, and to serve as principal spokesperson for War on Want in media and for advocacy purposes.
- To develop relationships with trade unions, social movements, other NGOs, government bodies and political parties, as appropriate, in order to promote and realise War on Want's agenda.
- To lead the Senior Management Team in the development of coherent and effective cross-organisational strategies around campaigns, communications, engagement, movement building and income generation.
- To work with the Income and Engagement Director to develop effective income, engagement and supporter mobilisation strategies across all channels.
- To be the lead contact to navigate philanthropy spaces, developing relationships with significant trusts and foundations and major donors.
- To develop War on Want's relationships with our movement partners in the Global South.

Management

- To provide direct line management and support to the three departmental directors who make up the Senior Management Team.
- To embody a value led, people centric leadership style to strengthen the culture and ways of working in the organisation.



- To maintain an effective system for the recruitment, management, training and retention of a diverse and passionate body of staff and volunteers to achieve War on Want's objectives.
- To ensure the effective performance of all staff by means of a functioning performance appraisal system and a sound equal opportunities policy.
- To sustain the financial health of the organisation, and ensure that War on Want has sufficient resources (both financial and human) to continue its work.
- To oversee War on Want's international programmes, ensuring they meet the needs of partners, the requirements of funders and the strategic objectives of War on Want.
- To oversee War on Want's campaigns, ensuring they are politically appropriate and designed to bring about genuine change.

Governance

- To prepare the regular quarterly meetings of the Council of Management and ensure the efficient organisation of War on Want's conferences and AGMs.
- To ensure the preparation of the annual budget, regular financial forecasts and audited accounts for submission to Trustees.
- To work with the Chair to advise Trustees on the composition and renewal of the membership of the Council of Management.
- To ensure that the organisation complies with relevant company and charity law, as well as regulations on financial reporting, fundraising or any other statutory requirements.
- To lead for War on Want in all engagement with the Charity Commission in respect of charity law, regulatory direction or public complaints.

Candidate Profile

Essential Knowledge and Experience

- A track record of external and internal leadership in a comparable organisation.
- Significant management experience at a senior leadership or Executive Director level.
- Significant experience of leading on and building a range of external relationships, including with partner organisations, supporters, funders, political activists, thought leaders and unions.
- Experience or strong, demonstrable knowledge of leading social justice campaigns at national and global levels.
- Experience or strong, demonstrable knowledge of climate, economic and social justice issues.
- Experience of high-profile advocacy, media work and public speaking on a range of social issues.



- Experience of working with the trade union movement.
- Demonstrable success in strategic planning and change management.
- Understanding of poverty, inequality and human rights issues and politics as well as theories of change and movement building.
- Experience of representing an organisation at national and international level.
- Experience of financial management, risk management and budget oversight.
- Experience of governance issues, regulatory framework, legal landscape and working with a Board of Trustees.
- Experience of relevant company and charity law.

Essential Personal Qualities

- Strong leadership qualities and ability to inspire others.
- Total commitment to the values, principles and aims of War on Want.
- Exceptional interpersonal and networking skills.
- Outstanding presentational and public speaking skills.
- Ability to work well and remain calm under pressure.
- Commitment to team building and staff development.

Desirable Knowledge and Experience

- Understanding of digital mobilisation techniques.
- Proven ability to represent War on Want to institutional partners.
- Experience of working with membership organisations.
- Knowledge of social movements in the Global South.
- Working knowledge of a relevant additional language.

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-0725-WarOnWant or Pat-Jones-CoverLetter-0725-WarOnWant.



Timeline

Closing Date: 12th September 2025

First stage interview with Oxford HR: TBC

Second stage interview with War on Want: TBC

Third stage interview with War on Want: TBC

Selection Process

All candidates will receive an update regarding their application up to 10 days after the closing date.

Equality Statement

Equality and diversity are at the core of War on Want'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 about the role, please email Zoe Greenwood and Nafeesa Usman at zgreenwood@oxfordhr.com and nusman@oxfordhr.com in the first instance. Due to the summer season, we recommend including both consultants in your correspondence in the first instance.

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