Page 1 — Cover Page

Lead the Future of Ethical and Impact-Driven Technology

Executive Search Consultant – Tech for Good
Europe Region · Oxford / London / Brighton (Hybrid)

Page 2 — Welcome to Oxford HR

We connect people who care with organisations that change the world.

Oxford HR is a global leadership consultancy working at the intersection of people, purpose and planet. Since 1995, we've supported mission-driven organisations to find leaders who deliver meaningful and lasting social impact.

From our offices in the UK, Africa, North America and Asia, our team partners with organisations tackling the world's most urgent challenges — from climate transition to digital rights to global development.

We are a certified B Corporation, committed to ethical practices, social purpose and environmental responsibility in all our work.

Page 3 — The Opportunity

A high-impact, high-visibility role shaping leadership in Tech for Good.

Role: Executive Search Consultant – Tech for Good

Team: Europe – Executive Search

Reports to: Managing Director – Europe

Location: Oxford, London or Brighton (Hybrid)

Hybrid pattern: Minimum 2–3 days in office

Role: **Executive Search Consultant – Tech for Good**

Salary: Competitive + commission + benefits (space saver)

This is an opportunity to grow Oxford HR's Tech for Good practice in Europe by working with organisations building the future of ethical, inclusive, and socially responsible technology.

Page 4 — What is Tech for Good?

Technology built to improve lives, strengthen communities and protect the planet.

Digital Health
Telemedicine, diagnostics, mental health platforms, assistive tech.

Education Technology (EdTech)
Inclusive learning tools, remote access platforms, and neurodiversity resources.

Climate & Nature Tech
Carbon tracking, biodiversity monitoring, and circular economy tools.

Civic & Social Tech
Digital inclusion, e-governance, public participation, rights-based platforms.

Ethical FinTech
Financial inclusion, micro-finance, trusted digital ID.

Humanitarian & Crisis Response Tech
Geospatial data, emergency coordination tools.

Responsible AI & Data
AI for good, data ethics, and transparency systems.

Ethical Supply Chains
Labour rights tech, ethical sourcing, transparency tools.

Tech for Good is a fast-evolving ecosystem — and the leaders we recruit help shape technology that advances equity, justice and human wellbeing.

Page 5 — Your work will directly shape the future of responsible technology.

As an Executive Search Consultant, you will help recruit leaders who influence digital access, AI safety, ethical innovation, climate solutions, financial inclusion, humanitarian response, education equity and more.

This role combines commercial delivery, deep sector learning and meaningful societal impact. It's perfect for someone who thrives in a values-led, entrepreneurial environment.

Page 6 — About Oxford HR

A values-driven global search firm.

- Over 25 years supporting purpose-driven leadership.
- Global presence across Africa, Europe, Asia and North America.
- Over 60 staff and associates, over 100,000 leaders in our network.
- B Corp certified – ensuring transparency, ethics and environmental responsibility.
- Deep sector expertise: international development, climate, philanthropy, digital rights, health, sustainability, and more.

Page 7 — The Role
A dynamic mix of executive search, sector development and client partnership.

Search Leadership
- Lead end-to-end senior-level searches in the Tech for Good ecosystem.
- Produce high-quality longlists, shortlists and market intelligence.
- Conduct structured interviews and candidate assessments.
- Deliver ethical, inclusive and fair recruitment processes.

Sector and Network Development
- Build deep networks in digital health, EdTech, civic tech, responsible AI, climate tech, ethical fintech and more.
- Grow Oxford HR's presence in specialist Tech for Good communities.

- Represent us at events, conferences and sector gatherings.

Client Engagement
- Partner with clients to shape role profiles and leadership requirements.
- Advise on talent markets, compensation, diversity and inclusion.
- Deliver consistent, transparent communication throughout each search.

Business Development
- Identify new opportunities across the Tech for Good ecosystem.
- Support proposals, pitches and thought leadership.

- Build trusted relationships across Europe and globally.
- Contribute to continuous improvement and operational excellence.

Internal Contribution

- Mentor junior colleagues and collaborate across global teams.

Page 8 — What You Bring
Your experience, curiosity and values matter most.

Essential

- Executive search, senior recruitment or talent acquisition experience.
- Strong relationship-building skills and commercial awareness.
- Interest in Tech for Good, digital innovation, or mission-led technology.
- Ability to headhunt confidently in competitive or niche markets.
- Outstanding communication and stakeholder management.
- Values aligned to transparency, equity and ethical leadership.

Desirable

- Experience recruiting technology, digital or innovation-focused roles.
- Familiarity with responsible AI, cybersecurity, data ethics or digital rights.
- Experience working with mission-led or impact-driven organisations.
- Knowledge of emerging technologies and regulatory trends.

Page 9 — What Success Looks Like in the First 12 Months

- A strong portfolio of Tech for Good clients across Europe.
- Successful delivery of multiple senior-level search assignments.
- Growing visibility in Tech for Good networks and communities.
- Excellent client and candidate feedback.
- Active contribution to Oxford HR's global learning culture.
- Helping shape Oxford HR's Europe strategy as part of a collaborative team.

Page 10 — Why Join Oxford HR?
Purpose. Autonomy. Collaboration. Growth.
At Oxford HR, you'll find:

- A genuinely warm, supportive team
- Flexible hybrid working
- Strong professional development and mentorship

- Responsibility and autonomy from day one
- Opportunities to explore new sectors and geographies
- A values-driven culture where people matter
- A chance to shape the future of Tech for Good in Europe

Page 11 — Voices from the Team (Quotes) – Europe maybe

Examples:

"Oxford HR is one of the few places where values truly influence business decisions."

"You have the freedom to build your own practice while knowing the team has your back."

"The global nature of our work makes every day meaningful and different."

Page 12 — The Application Process
Simple, supportive and transparent.

1. Submit your CV and Cover letter.
2. Screening conversation.
3. First interview with the Europe leadership team.
4. Final interview.
5. Offer.

Application Link: https://rcr.li/QCAL

Deadline: 11 January 2026

Page 13 — Call to Action

Ready to shape the future of Tech for Good?

We'd love to hear your story.
Apply via: https://rcr.li/QCAL
Or contact us at: sli@oxfordhr.com