



Leadership for a Better World

Executive Search Consultant – Global Philanthropy

Oxford/London/Brighton (Hybrid)

Welcome to Oxford HR

Oxford HR is a global leadership consultancy working at the intersection of people, purpose and planet.

Since 1995, we've partnered with mission-driven organisations to identify and appoint leaders who drive meaningful, lasting social impact.

With teams in the UK, Africa, Asia, Europe and North America, we support organisations tackling some of the world's most urgent challenges: poverty, climate injustice, health inequity, youth empowerment, women's rights, community resilience, and systems change.

As a certified **B Corporation**, we hold ourselves to high standards of ethical recruitment, social purpose and environmental responsibility.





The Opportunity at a Glance

A central role shaping leadership within global philanthropy.

Role:

Executive Search Consultant – Global Philanthropy

Team:

Europe – Executive Search

Reports to:

Managing Director – Europe

Location:

Oxford, London or Brighton (Hybrid)

Hybrid Pattern:

Minimum 2–3 office days per week

Salary:

£50,000–£60,000 depending on experience, plus commission + benefits

This role strengthens our growing philanthropic practice by identifying leaders who influence where funding flows, how decisions are made, and how social change is sustained.

Global Philanthropy

A fast-evolving ecosystem influencing social change and development worldwide.

Global North & Global South Foundations

Strategic partners funding multi-country programmes and systems initiatives.

African and Regional Philanthropies

Growing funders embedded in local contexts and leading place-based, inclusive approaches.

Catalytic Capital & Impact Investing

Blending philanthropic and investment tools to address systemic challenges.

Trust-Based & Participatory Grant Making

Shifting power to communities, prioritising dignity, lived experience and co-creation.

Collective Funds & Pooled Mechanisms

Collaborative models like Co-Impact and regional giving platforms.

Learning, Evidence & Systems Change

Foundations investing in insights, evaluation and long-term strategic impact.

Governance & Stewardship

Boards, trustees and advisory groups guiding mission, accountability and values.





Why This Role Matters

Philanthropy plays a central role in shaping global health, education, livelihoods, climate resilience and community development.

As Executive Search Consultant – Global Philanthropy, you will help appoint senior leaders who:

- Direct major philanthropic investments
- Shape strategy and systems-level approaches
- Lead evidence, learning and impact functions
- Strengthen organisational governance
- Champion equity, localisation and inclusive development
- Build partnerships across governments, civil society and communities

Your work will influence how resources, opportunities and ideas move across the world.

About Oxford HR

A values-driven global search firm.

- 25+ years supporting purpose-driven leadership
- Global presence across the UK, Africa, Europe, Asia and North America
- 20 staff and 45 associates
- A network of over 125,000 senior leaders
- Deep expertise across development, climate, philanthropy, human rights and governance
- Certified **B Corporation**
- Known for ethical, inclusive and human-centred recruitment





The Role

A mix of executive search delivery, sector-building and client partnership.

Business Development

- Identify opportunities with philanthropies, foundations and catalytic funders.
- Contribute to proposals, pitches and thought leadership.
- Cultivate long-term relationships built on trust, transparency and value.

Search Leadership

- Deliver full-cycle executive search assignments for philanthropic organisations.
- Produce high-quality market insights, longlists and shortlists.
- Conduct structured interviews and leadership assessments.
- Apply fair, transparent and bias-aware recruitment practices.

Sector & Network Development

- Build strong networks across local, regional and local philanthropic ecosystems.
- Engage with collective funding mechanisms,

alliances and sector platforms.

- Represent Oxford HR in philanthropy events, roundtables and conferences.

Client Engagement

- Partner with clients to shape role profiles and leadership competencies.
- Advise on governance, trustee recruitment, and board composition.
- Support clients adopting equitable, responsible and trust-based grantmaking.
- Provide insight on funding landscapes, sector trends and emerging practices.

Internal Contribution

- Mentor junior colleagues; share philanthropic trends and insights.
- Support continuous improvement across processes and tools.
- Uphold Oxford HR's B Corp values and ethical principles.

What You Bring

Essential

- Experience in executive search, senior recruitment or talent advisory.
- Curiosity and interest in philanthropy, social impact or systems change.
- Strong relationship-building and stakeholder engagement skills.
- A commercial mindset alongside purpose and values alignment.
- Excellent interviewing, assessment, writing and presentation skills.
- Ability to manage multiple searches and work to tight timelines.
- Commitment to equity, transparency and ethical recruitment.

Desirable

- Knowledge of philanthropic ecosystems (Global North & South).
- Experience recruiting board or trustee roles.
- Understanding of participatory grantmaking, trust-based philanthropy or catalytic capital.
- Additional languages (French, Spanish, Portuguese, Arabic).





What Success Looks Like (12 Months)

- A developing portfolio of philanthropic clients.
- Successful delivery of multiple senior-level assignments.
- Growing sector presence in philanthropy networks and events.
- Strong client and candidate satisfaction.
- Active contribution to Oxford HR's learning culture.
- Driving the expansion of the philanthropy practice across Europe.

Why Join Oxford HR?

Purpose. Autonomy. Collaboration. Growth.

You'll find:

- A warm, inclusive and globally-minded team
- Hybrid working with flexibility and trust
- Exposure to leading philanthropic institutions
- Space to build your own practice and networks
- Meaningful work with genuine social impact
- Coaching, mentoring and learning opportunities
- A values-led culture where people are at the centre





Voices from the Team

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Working in philanthropy means partnering with organisations who are reshaping systems and shifting power.

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Oxford HR is a place where your values genuinely guide your work.

The Application Process

Simple, transparent and supportive.

1. Submit CV and cover letter
2. Screening call
3. First interview with the Europe leadership
4. Final interview
5. Offer

Application Link

[Insert Link]

Deadline

11th January 2026

We will review applications on a rolling basis, and we encourage early applications.

Informal enquiries about the role

If you would like an informal conversation about the role before applying, you are welcome to contact Thibaut Mills, Managing Director for Europe, at tmills@oxfordhr.com to arrange an exploratory chat.





Ready to shape the future of philanthropy?

We'd love to hear from you.

Apply

[Insert link]

Questions about the application process

If you have any questions about the process or need adjustments to support your application, please contact **Suzie Li** at sli@oxfordhr.com



Like what you see? Our candidate packs are designed by Oxygen, our partner communications agency

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