



Finance Director

May 2026

About Greenpeace UK

Greenpeace is a movement of people who are passionate about defending the natural world from destruction.

Our vision is a greener, healthier and more peaceful planet, one that can sustain life for generations to come. We're independent. We don't accept any funding from governments, corporations or political parties – our work is funded by ordinary people. That means we're free to confront governments and corporations responsible for the destruction of the natural world and push for real change.

We do this by investigating, documenting and exposing the causes of environmental destruction. We work to bring about change by lobbying, consumer pressure and mobilising members of the general public. And we take peaceful direct action to protect our Earth and promote solutions for a green and peaceful future.

Greenpeace was founded in 1971 by a small group of concerned individuals, who set sail to Amchitka Island off the coast of Alaska to try and stop a US nuclear weapons test. Their old fishing boat was called "The Greenpeace". Today, Greenpeace is present in over 40 countries around the world. Our movement is growing every day and our commitment to realising our vision is as strong as ever.

We find ourselves at a pivotal point in human history. Climate change and biodiversity loss are both rapidly accelerating, and we're seeing and feeling the effects of it ever more – in the changes to our air, sea levels and more extreme weather events, and in the daily warnings of ecological collapse. The need to act to protect our planet has never been so urgent, yet governments and corporations are still dragging their feet. Our mission is to promote radical changes and new solutions to the ways we live on this planet so that we can all call it home for generations to come.

Read the Greenpeace UK Strategic Plan [here](#).



A Letter from the Executive Directors

We are so excited you are interested in the role of Finance Director at Greenpeace UK!

We started as Co-EDs in October 2022 with a lot of energy and excitement to build on Greenpeace's 50-year legacy of making change through taking action. We joined at a time critical for the future of the planet and its residents, and over the last three years have led the organisation through a major strategic and structural evolution. There are no two ways about it - this job is a challenging one in the current environment, but fighting for the survival of our planet on behalf of a movement of individuals who support us might just be the most important challenge of any of our lives.

It's a time when the tide on this era defining issue could be turning - solutions which felt a lifetime away are now technologically possible and politically salient. Whilst the world is more unpredictable than ever, and our enemies are using dirty tactics to silence us in their fight for survival, it is also a time when winning so much of what we have long campaigned for feels more possible than ever. The threats we face from those invested in the status quo require the highest possible standards in how we operate as an organisation, as well as resilience and agility to weather the coming storms. We are confident we can succeed in our mission of halving emissions and restoring biodiversity because the movement of those supporting environmental action is more mainstream than ever, withstanding every attack it faces. Our financial independence - individual gifts by hundreds of thousands of supporters - is testament to this strength.

In this role, you will provide leadership, strategic direction and oversight for your Department, and play a vital cross-organisational leadership role. You will manage senior direct reports from a range of functions, unifying them in common purpose and create a 'can do' culture inside Greenpeace UK which ultimately enables the success of our campaigns out in the world.

Thanks again for your interest!

**Areeba and Will,
Executive Directors**



The Role

Role:	Finance Director
Location:	London office (minimum 3 days per week in Islington office)
Salary:	£85,000
Contract Type:	Permanent, full time (37.5 hours)

Additional Information:

- Annual leave is 25 days per year for full time staff and additional leave is accrued according to length of service up to a maximum of 32 days. The office is normally closed between Christmas and new year, and staff are not required to use annual leave to cover this period.
- **Pension:** Salary sacrifice pension scheme held with Aviva. Greenpeace contributes 8.5% of basic salary, provided employees contribute at least 3%.
- **Benefits:** To assist with meeting the costs of travel to work, employees are able to take advantage of an interest free season ticket loan, or a tax efficient bicycle loan. Life assurance scheme paying four times the employee's annual salary in the unfortunate event of death during employment.

Job Summary

This is a pivotal leadership role at the heart of the organisation, offering the opportunity to shape long-term financial strategy in service of bold, global impact. As Finance Director, you will provide clear financial leadership and strategic direction, ensuring the organisation's financial strength, robust governance, and legal integrity in a complex and fast-moving environment. You will also assume oversight for other functions, including legal, governance and technology systems, representing their needs at a senior level and ensuring we have the right expertise in place to develop our next three-year strategy for the 2028-30 period.

As a key member of the Senior Management Team, you will work collectively to steer the organisation, bringing a financial lens that enables, rather than constrains, ambition. You will build strong partnerships across teams and with global stakeholders, ensuring the finance function is seen as a trusted collaborator.



This role goes beyond traditional finance leadership. You will lead on complex organisational priorities, including structural and systems change, while holding a sophisticated and dynamic risk brief suited to an organisation like Greenpeace. You will balance disciplined financial planning with the flexibility needed to respond to emerging opportunities and challenges.

Joining an ambitious and values-driven team, you will play a critical role in enabling the organisation to deliver its mission.

Responsibilities

1. Strategic Financial Leadership

- Provide high-level financial counsel to the Co-Executive Directors, the SMT and the Boards of Greenpeace Ltd and Greenpeace Environment Trust.
- Lead the organisational annual budgeting processes for Greenpeace Ltd and Greenpeace Environment Trust and long-term financial forecasting to ensure mission sustainability, collaborating with fundraising and SMT colleagues to support their budgeting and forecasting processes.
- Develop and implement financial strategies that enable the three-year strategic plan, and the longer term fundraising vision.
- Maintain oversight of the organisation's financial health, ensuring transparency and regulatory compliance.

2. Governance, Legal & Risk

- **Legal Oversight:** Act as the primary internal lead for legal counsel, providing line management and ensuring legal counsel have the resources needed to deliver their responsibilities.
- **Governance:** Oversee and maintain governance structures, ensuring they are transparent, effective, and meet the needs of SMT, the Board, the global organisation and regulatory bodies.
- **Risk Management:** Maintain oversight of, and continue to develop, comprehensive risk management systems that enable operations and strategic goals.

3. Functional & Technical Oversight

- Provide inspiring leadership to the Finance, Legal and Technology teams, fostering a culture of collaboration and excellence.
- Provide line management and strategic support to the Head of Technology.



- Lead financial and systems innovations that improve organisational efficiency, including oversight of the measurement framework (OKRs) for the three-year strategic plan.

4. Organisational & Global Leadership

- Be an active participant in the Senior Management Team, taking collective responsibility for decisions made at this level.
- Contribute expertise at SMT and within the global organisation.
- Lead on complex cross-organisational projects and changes - including but not limited to structural and systems changes.
- Role-model organisational values and invest in cross-departmental relationships.
- Liaise with international counterparts to influence (and implement) global financial and organisational change initiatives.

Candidate Profile

Experience & Knowledge

- Proven experience in strategic financial leadership at a senior level, including financial modelling, scenario planning and strategic planning.
- Deep understanding of non-profit and/or charity financial management, compliance, and governance.
- Experience managing complex organisational risks and legal frameworks.
- Successful track record in leading and motivating staff, including senior direct reports through periods of change.
- Track record of Board-level engagement, including reporting to Boards and working with Audit and Risk Committees.
- Data and analytical fluency, including experience with performance measurement frameworks such as OKRs.

Skills & Attributes

- Strong financial modelling, scenario planning and long-range forecasting capability.
- Ability to put forward challenging ideas to contribute to the overall direction of the organisation, taking pleasure in creative problem solving.
- A collaborative working style, with strong diplomatic and communication skills.
- Resilience and the ability to work effectively under pressure.
- A personal commitment to Greenpeace UK's mission, values and Diversity, Inclusion and Anti-Racism ambitions and ability to bring them to life in day-to-day work.



Desirable

- Experience with oversight of Technology and IT systems.
- Experience of organisational restructure, merger or significant change programmes.
- ICAEW/ACCA/CIMA accreditation.
- Experience operating within international, federated or matrix-managed organisations.

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 the 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 – please use the criteria in this candidate pack as a guide.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy)-GreenpeaceUK e.g., Malika-Jones-CV-0526-GreenpeaceUK or Malika-Jones-CoverLetter-0526-GreenpeaceUK.

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:	13 th June 2026
First Stage Interviews:	Week of 22 nd June 2026
Second Stage Interviews:	7 th and 8 th July 2026
Third Stage Interviews:	14 th July 2026



Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

Equality Statement

Greenpeace UK and Oxford HR are committed to providing equal opportunities for everyone regardless of their background. We acknowledge that people from certain backgrounds are under-represented in environmental and campaigning organisations and we're committed to doing what we can to correct this. We are particularly keen to receive applications from people of colour; people with disabilities; people who identify as being LGBTQIA; people who are neurodiverse; and people who identify as working class now or in the past.

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 Zoe Greenwood at zgreenwood@oxfordhr.com 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