Chief Executive Officer

November 2026

About Family for Every Child

Family for Every Child is a global network founded by local civil society organisations, committed to protecting children's rights and supporting families to care for their own children. Today, our network includes 58 organisations in over 45 countries, working collectively to influence the systems that shape children's lives.

Through collaboration, we share knowledge, document innovative, locally led approaches and generate evidence to influence policy, practice and advocacy at national and international levels. Everything we do is co-led by our members, whose collective expertise drives change for children and families. We also connect over 12,000 social sector professionals and organisations in more than 140 countries through Changemakers for Children, our online community platform. As our networks continue to grow, so does our collective impact in advancing children's rights around the world.

By developing thriving and supportive communities in the very places we work and live, we are building truly sustainable change for children and families both today and tomorrow.

From changing national laws through to delivering direct support where it matters, our local leaders around the world are making change happen that improves the lives of hundreds of thousands of children and families all around the globe.

The Role

Role:	Chief Executive Officer
Location:	Flexible – ideally within +/- 2hrs from UTC and close to a global transport hub. Must have right to work in the country in which you are based.
Salary:	Up to £100,000

Other: Full-time, senior leadership position. Up to 30-50% (including regular visits to the UK and Europe), depending on the role's base location.

Job Summary

To lead Family for Every Child as a locally-led global alliance, setting clear strategic direction and ensuring the organisation delivers meaningful outcomes for children and families.

The CEO will lead the organisation's external engagement and positioning, building strong relationships with funders, partners and sector leaders. Central to the role will be taking forward Family for Every Child's commitment to collaboration and partnership, identifying opportunities to strengthen and extend the alliance's reach and impact.

As a knowledge mobilisation network, the CEO will lead on the strategic use of AI to enhance effectiveness within the network, creating and amplifying accessible practitioner knowledge for the sector, complemented by human-centred knowledge and expertise.

Building on the existing strength of local leadership, the CEO will guide Family for Every Child through an evolving global landscape, providing leadership, adaptability and judgment needed to navigate change and emerging opportunities. The role will be central to strengthening organisational resilience, fostering collaboration across the alliance and ensuring Family for Every Child continues to evolve in ways that reflect its values, strengthen its effectiveness, credibility and maximise its collective impact for children and families.

Responsibilities

The CEO will provide strategic and collaborative leadership to Family for Every Child, championing locally led development and harnessing the collective knowledge and expertise of its global network to drive meaningful change for children and families.

The role will focus on building collaborative partnerships, driving impactful knowledge mobilisation and championing innovative approaches to extend the alliance's influence and impact, while ensuring its long-term sustainability.

Working closely with members, the Board, staff and partners, the CEO will navigate an evolving global landscape and lead organisational development and change, ensuring the alliance remains effective, resilient and true to its values.

The CEO is responsible for leading the Secretariat of 30 staff across different countries as a virtual team. Maintaining relationships with the 60 members of the alliance is also key. This role also reports to an international board with trustees from different cultures and contexts operating in both English and Spanish.

Leading change

Manage the organisation through transition and growth with a collaborative approach using co-design principles to ensure this is a shared direction.

Champion locally-led development

Be an ambassador for the vital importance of local leadership, promote the value of local practitioner knowledge to drive change and advocate for local leadership at all levels.

Strategic leadership and direction

Provide collaborative and strategic leadership across a complex global alliance, demonstrating strong listening and communication skills and the ability to co-design strategy with multiple stakeholders, including Members, the Secretariat, Boards and partners. Foster trust, alignment and shared ownership across diverse perspectives, taking a democratic and inclusive approach while exercising sound judgement and making firm decisions aligned with Family for Every Child's mission and values.

Partnerships and growth

Develop and strengthen strategic partnerships, coalitions, and collaborations that extend the alliance's reach, influence and impact. Identify and engage potential new member organisations and support the growth of the Alliance. Explore opportunities for collaboration and ensure partnerships are aligned with Family for Every Child's mission, values and commitment to locally led development.

External leadership and representation

Raise the organisation's external profile through global relationship building, networking, and representation. Build credibility and influence with partners, funders, and sector leaders, contribute to wider sector discussions, advocacy and initiatives.

Innovation and impact

Provide oversight of innovation and new approaches. Ensure programmes are strategically aligned and deliver meaningful impact. Champion the mobilisation of knowledge and learning to strengthen practice, inform policy and extend the alliance's influence and impact.

Income generation

Identify opportunities to diversify income and secure long-term donor support.

Governance and stakeholder engagement

Work closely with the Chair of the Board and President of the General Assembly to ensure effective governance, clear communication, shared accountability and alignment across leadership structures, upholding the alliance's democratic principles and values.

Organisation and ways of working

Review and evolve organisational design, culture, and ways of working to support delivery of the strategy, uphold democratic principles and enable effective collaboration across a global network. In particular, utilise AI to deliver more impactful knowledge mobilisation, organisational effectiveness and impact.

Sustainability

Ensure long-term sustainability of the alliance through securing resources, strengthening financial resilience and adapting the organisational design and strategy as needed. Success will depend on a strong, collaborative partnership with the Board and President of the General Assembly, fostering shared ownership and accountability for the alliance's long-term success.

Network leadership

Provide collaborative leadership across the different divisions of the network including programmes led by members of Family for Every Child, the Global Social Service Workforce Alliance and Changemakers for Children platform as well as proactively seeking new collaborations. Foster shared purpose and effective collaboration across the network to maximise collective impact.

Candidate Profile

You are an inspiring and values-led leader who combines strategic thinking with a genuine commitment to improving outcomes for children and families. With significant experience leading international organisations, networks, alliances, or nationally significant organisations with a global reach, you bring the credibility, insight, and judgement needed to lead in complex and changing environments.

You are at your best when setting a clear direction, bringing people together around a shared purpose, and turning ambitious strategies into meaningful results. Comfortable navigating uncertainty and leading through change, you help organisations evolve, innovate, and remain sustainable while maintaining focus on long-term impact.

You are a natural relationship builder who thrives on collaboration and partnership. Whether working with funders, governments, sector leaders, practitioners, or communities, you build trust, foster strong networks, and create opportunities for collective success. As an influential ambassador, you represent organisations with confidence and authenticity, strengthening their profile, reputation, and influence at national and international levels.

Your leadership style is inclusive, pragmatic, and empowering. You believe in creating space for others to lead, valuing diverse perspectives and lived experience, and enabling people to contribute their best. You are comfortable working within a collective leadership model, balancing collaboration and consensus-building with the confidence to make decisions and deliver outcomes when needed.

You bring an entrepreneurial mindset, always looking for new opportunities, partnerships, and approaches that can increase impact and strengthen organisational resilience. You have experience securing funding and building sustainable income streams, alongside a strong track record of advocacy and influencing policy, systems, and practice.

You also bring extensive experience working across cultures and geographies, leading remote and dispersed teams, and championing locally led approaches that recognise the expertise and leadership of those closest to the challenges being addressed. Your commitment to fairness, inclusion, decentralisation, and the decolonisation of aid is reflected in both your values and your actions.

You will bring:

- Significant leadership experience within a national or international NGO, network, alliance, or comparable organisation.
- A strong track record of setting strategic direction and delivering measurable impact.
- Experience leading complex organisation wide change and transformation.

- The ability to engage, influence, and build trusted relationships with diverse stakeholders across global environments.
- Success in developing partnerships, coalitions, and funding relationships.
- Strong advocacy and external influencing skills.
- Experience working across multiple countries and cultures.
- Experience leading virtual and geographically dispersed teams.
- Knowledge and understanding of issues affecting children and families, including child protection and child development.
- Strong experience working with Boards and Trustees, supporting effective governance, strategic oversight, risk management, accountability, and regulatory compliance.
- A clear understanding of the respective roles of leadership teams and Boards in delivering organisational purpose, governance, and stewardship.
- Strong knowledge of UK charity legislation, governance requirements, and regulatory obligations, is highly desirable.

Above all, you are a thoughtful, compassionate, and effective leader who values human connection, brings others with you, and is motivated by the opportunity to create lasting, positive change.

Professional fluency in English is essential, with additional languages, particularly French or Spanish, considered an advantage. Relevant lived experience of the contexts in which the organisation operates would be particularly valuable.

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.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy)-Organisation e.g., Pat-Jones-CV-1126-FamilyForEveryChild or Pat-Jones-CoverLetter-1126-FamilyForEveryChild.

Timeline

Closing Date: 11th December 2026

Shortlisting Interviews: w/c 4th January 2027

First Stage Interviews: w/c 18th January 2027

Final Interviews: w/c 25th January 2027

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

Equality and diversity are at the core of Family for Every Child'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 on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at ggriffiths@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