Context

Esmée Fairbairn Foundation is a leading independent funder.

We support exceptional organisations that are building a more inclusive, creative and sustainable society in the UK. In 2019 we provided over £35 million in grants to organisations working in the arts, children and young people, sustainable food and environment, and social change. We also have an allocation of £45 million for social investment to support organisations creating social impact.

We are launching an exciting new strategy for May 2020 and we are recruiting for an important new role: Director of Our Natural World to help us deliver our vision. The post will be a member of our Senior Management Team.

We believe that we need bold action and impact like never before when it comes to protecting our natural world, so, in addition to funding brilliant organisations we will work alongside partners and collaborators to remove barriers and secure progress ourselves, using our voice to quietly influence and affect change.

The Director of Our Natural World will lead our highly-skilled environment team (currently three posts) and work collaboratively with colleagues across the Foundation and with external organisations, building on and developing our work to deliver the new strategy. We are looking for a thoughtful and creative candidate who is a skilful influencer with a wide network, knowledge of the environment and food worlds and a track record of successful project delivery.

We would love to hear how you would approach the role.
We believe that we need bold action and impact like never before when it comes to protecting our natural world.
Role Description

Director of Our Natural World

Responsible to: Chief Executive
Job location: Kings Cross, London N1 (with some UK travel)
Annual salary: Range: £65,000 - £72,000 per annum
Hours: Full-time working to standard office hours (35-hour week). We will also consider candidates looking to work 0.8 full-time.
Benefits: 12.5% employer pension contribution (with a 5% employee contribution) and a range of benefits including: season ticket loan, income protection scheme, life assurance, (taxable) private medical insurance scheme and Give as You Earn scheme.

The Foundation has a strong commitment to the professional development of our staff.

Purpose of Role:

- To ensure that Esmée Fairbairn Foundation realises its mission through the delivery of the impact goal: Our Natural World.
- To stimulate and inform the Foundation’s thinking about future plans and priorities.
- To initiate and sustain key strategic relationships externally that contribute significantly to the Foundation’s work, including the progress towards impact goals.
- To be an active representative of the Foundation and its work externally including through sharing ideas, perspectives and expertise.
- To be an active member of the Foundation’s Senior Management Team.
Key Responsibilities

Delivery of Our Natural World
1. The proactive development and management of a theory of change to deliver the Foundation’s mission.
2. Informing trustees about the development and delivery of Our Natural World and ensuring their engagement.
3. The management of the Advisory Panel for Our Natural World.
4. The management of a portfolio of activities and tools that deliver the impact goals.
5. The delivery and continual development of the five-year road map, informed by learning and market intelligence.

Quality Management
7. The assessment and recommendation of activities and funding.
8. Monitoring and managing the effective use of tools to deliver the impact goals.
9. Taking the lead on the development of relevant market intelligence, tracking trends and developments to ensure the Foundation’s activities are relevant, current and effective.

People
10. Relevant line management and team development.
11. Taking the lead on trustee engagement with the external environment and the context for decisions and activities relevant to the impact goals.

Communications and Learning
Work with the Director of Communications and Learning to:
12. Monitor the impact of the Foundation’s work and track progress towards the delivery of the impact goals.
13. Identify opportunities to develop the use of tools.
14. Communicate and promote the Foundation’s impact and work to key audiences and influencers.

Key Relationship Management
15. The identification and development of key strategic relationships to drive delivery of the impact goals.
16. Ensure the membership of the Advisory Panel for Our Natural World reflects the demands of the strategy.

Corporate and Policy
17. Be an active member of the Foundation’s Senior Management Team.
18. Attend and provide advice to trustee and other board or sub-committee meetings as required.
19. Take on other responsibilities of a corporate nature as may be agreed from time-to-time.
Person Specification

Personal Qualities
The Foundation is seeking a candidate who is:

• Excited by, and committed to, the Foundation’s purpose and strategy.
• Creative, strategic and practical.
• Tactful and diplomatic with outstanding interpersonal skills.
• Open to learning and development.
• An active, collegiate and constructive team player.
• Able to juggle and prioritise different tasks, working to tight deadlines.
• Able to demonstrate the highest standards of personal integrity and discretion.
• An articulate and effective communicator.
• Able to work with a wide range of people at different levels of seniority.

Skills and Experience
• Team management and leadership to work with and inspire the Esmée team around our Our Natural World goals.
• Expertise in, knowledge and understanding of, the environment and/or food.
• Experience of successful process and project design, management, delivery and evaluation.
• Expertise in brokering, building, leading and managing successful strategic partnerships.
• A skilled communicator (in all media) with experience of influencing and engaging a wide range of audiences.
• Data and financial management and analysis.
• Confidence in/experience of using digital tools and platforms for project and data management, communications and collaboration.
• Creativity, flair and imagination. Naturally curious with the ability to generate and identify unorthodox approaches.
• Understanding of the range of activities undertaken by charities, voluntary organisations, social enterprises and other non-profits and also more broadly about the opportunities presented by wider partnership (for example, through local authorities, business and the investment world).

Qualifications
A high level of intellectual and analytical ability is required. This may be evidenced by relevant degrees or professional qualifications, or by working at a level of complexity comparable to this post.

Significant interfaces
- Internally: all staff and trustees.
- Externally: partners, investors, policy makers, influencers.
How to Apply

To apply to become Director of Our Natural World at Esmée Fairbairn Foundation, please upload a CV and a supporting statement of no more than two pages of A4 via the link below.

We ask that you complete the equal opportunities information online when you submit your application via our website. The information collected will be treated as confidential, used for statistical purposes only, and will not be treated as part of your application.

Finally, please ensure that you have included your contact number and email address, as well as any dates when you will not be available or might have difficulty with the indicative timetable.

Applications should be made via the Prospectus website at: www.prospect-us.co.uk/jobs/details/HQ00177125

Recruitment Timetable
Deadline for applications:
12th March

Interviews with Prospectus:
18th - 27th March

Interviews with Esmée Fairbairn Foundation:
21st April

Queries
If you wish to have an informal discussion about the opportunity, please contact our retained advisors Ami Jenick or Suzannah Fazackerley at Prospectus on 020 7691 1920, or email:
ami.jenick@prospect-us.co.uk
suzannah.fazackerley@prospect-us.co.uk
Created by the Prospectus Talent Attraction team.

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