

A low-angle photograph of a dense tropical rainforest. The foreground is dominated by a large, moss-covered tree trunk that extends vertically towards the top of the frame. Sunlight filters through the thick canopy of green leaves, creating a dappled light effect. The overall scene conveys a sense of a lush, ancient, and biodiverse ecosystem.

R RAINFOREST
FOUNDATION UK
SECURING LANDS, SUSTAINING LIVES

**EXECUTIVE DIRECTOR
CANDIDATE PACK**



LETTER FROM OUR CHAIR

After 23 years in post, our Executive Director, Simon Counsell, is standing down. During his tenure, RFUK has grown much, and is now recognised as a leading force in the protection of tropical forests and their inhabitants, particularly in the Congo Basin region of Africa. As well as delivering high quality on-the-ground practical projects, often in difficult conditions, the organisation is also known for its advocacy work, which often challenges prevailing paradigms. The organisation is usually considered to 'punch above its' weight', and this has been achieved through a strong culture of organisational commitment, rigour and independence. It has forged experience from decades of practical work in rainforest communities with progressive policy research and carefully targeted campaigns to produce a compelling case for change and improvement in approaches to tropical forest protection.

The organisation has a solid financial, governance and management basis, a highly competent and experienced staff, a growing demand for its work, and a promising relationship with various major international donor agencies based on consistent delivery of effective programmes. There is much scope to continue to expand and diversify the organisation's work in the coming years.

We are thus looking for someone of exceptional leadership qualities, who can bring experience not only a strategic vision, but also the ability to translate that into both high quality practical programmes and effective advocacy work. They will need to demonstrate an ability to inspire and motivate a team of highly dedicated and expert staff. For the right candidate, this post will be both challenging and enormously rewarding, with the potential to develop and shape an already well-respected organisation into an even stronger force.

Ben Kitchen
Chair, Board of Trustees

ABOUT RAINFOREST FOUNDATION UK

The Rainforest Foundation was founded in 1989 by Sting and his wife, Trudie Styler, after they saw first-hand the destruction of the Amazon rainforests, and the devastating impact it had on the lives of the indigenous and forest-dependent people who live there.

At Rainforest Foundation UK (RFUK), we firmly believe that the best way to protect the rainforest is through empowering indigenous peoples to defend their ancestral lands.

We promote the establishment of community rights to rainforest lands, tackling the root problems causing deforestation, and paving the way for local people to benefit fairly from the use and protection of forest resources.

Indigenous and forest communities rely on the forest for food, water, medicine and shelter. They also have strong spiritual and cultural connections to their rainforest. Yet most forest-dependent people are unable to defend the lands they live upon even though they have long served as 'protectors' of the rainforest.

Since our inception, the Rainforest Foundation has helped indigenous communities and local communities gain rights to protect more than 12 million hectares of rainforest.



OUR MISSION & VALUES

Our mission is to support indigenous peoples and traditional populations of the world's rainforest in their efforts to protect their environment and fulfil their rights to land, life and livelihood.

We are led by our values and practise these in all aspects of our programmatic and policy work:

- Transparency and accountability
- Efficiency and cost effectiveness
- Respect for indigenous people and local communities of the world's rainforests
- Integrity: we will not take money from businesses that contravene our mission statement or vision
- Participation and inclusion
- Belief in development of indigenous people's rights through a diversity of means, including projects, programs, advocacy and policy work, based on work directly with forest people
- Belief that a rights-based approach is the most effective at securing both human benefits and environmental sustainability
- Belief in continuous innovation, with learning from our past and adoption of new technologies

OUR APPROACH

We tackle deforestation locally, nationally and globally. Locally, we help forest communities to gain land rights, challenge logging companies, manage their forests and protect their environment. Nationally and globally, we campaign to influence national and international laws to protect rainforests and their inhabitants.

Our approach differs from that of other organisations in that it is committed to both human rights and environmental protection. Instead of purchasing land or conserving forests purely for their biodiversity value, RFUK promotes the establishment of community rights over rainforest lands, tackling the root of the problems related to deforestation and paving the way for local people to benefit fairly from the use and protection of forest resources.

RFUK delivers its charitable objectives in two ways:

- 1) Through direct delivery using its own staff, especially for technical and project management support information and policy activities and;
- 2) Through grant-making, chiefly in support of partner organisations, involving substantial support to increase local capacity to design and implement projects.

The latter constitutes the greater part of the Foundation's expenditure. It also ensures that the Foundation's work is firmly rooted in local knowledge and expertise. We have found from experience that this approach delivers maximum value to beneficiaries.

OUR ACTIVITIES

TACKLING THE THREATS TO FORESTS

RFUK aims to tackle forest destruction by investigating and exposing the underlying causes, by building partnerships for change, and by pressing governments and companies to improve practices and reduce forest damage and destruction. We campaign for changes in laws and policies at both national and international levels.

LAND AND RESOURCE RIGHTS

We work diligently to tackle communities' lack of control over their forest, such as by assisting them to map their lands and resources. We then support them to use this information as a basis for advocating for improved rights. This work is developed on the basis of 'full participation' to ensure that communities are able to set their own priorities and decide how they want their mapping data to be used.

RFUK provides training for both communities and supporting non-governmental organisations (NGOs), enabling them to engage in the development and implementation of legislation that affects their rights. We promote the local knowledge and traditional methods used by forest communities to sustain rainforests.

We also support communities in negotiations with timber companies, governments and other agencies to protect their forests from threats such as logging and large "development" projects.

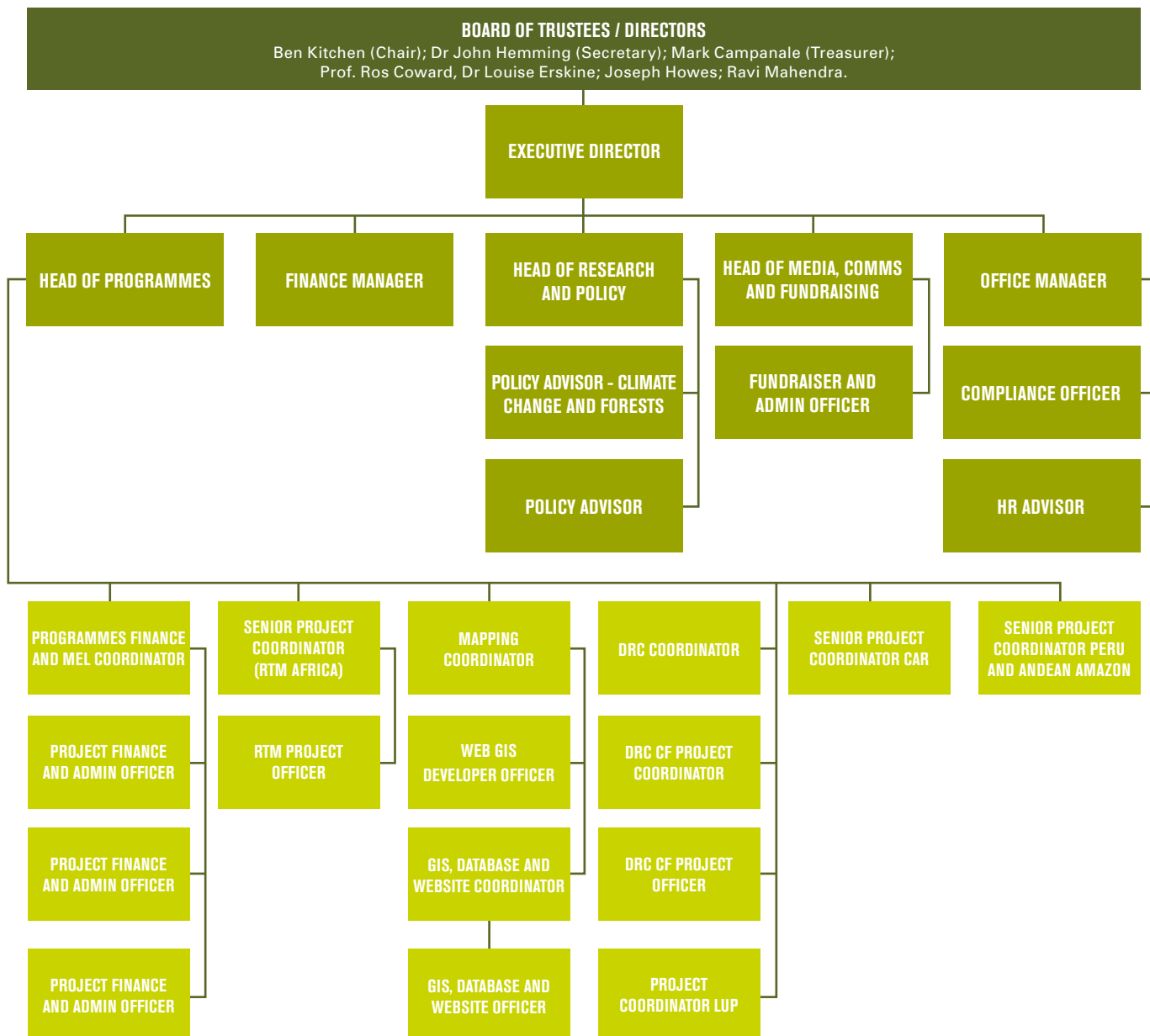
SECURING INDIGENOUS PEOPLES' RIGHTS

We support partner NGOs and indigenous peoples' organisations to help forest communities realise their rights to lands and resources; their rights to free, prior and informed consent (FPIC) over matters affecting their land and their rights in general. By working in partnership with local NGOs, indigenous peoples and other experts, RFUK aims to improve laws and policies to protect the rights of forest peoples. It supports the development of indigenous peoples' organisations as well as supporting them in their efforts to manage their own affairs, through the development of mechanisms at local and national levels that allow for them to be consulted properly on issues affecting them.

RFUK also builds the capacity of indigenous communities and organisations to understand how to exercise their rights and make sure they are adequately respected. We provide support to indigenous organisations and local NGOs to develop legal analyses and strategies for the improvement of indigenous peoples' rights.



ORGANISATIONAL STRUCTURE



FURTHER INFORMATION

For more information please see: <https://www.rainforestfoundationuk.org> where you will also find our latest publications, more information on our projects and RFUK in the news.

For a copy of our 2017/18 Annual Review, please see: [https://www.rainforestfoundationuk.org/media.ashx/rfuk-annual-review-2018.pdf](https://www.rainforestfoundationuk.org/media/ashx/rfuk-annual-review-2018.pdf)

For information on our financial history, please see: <http://apps.charitycommission.gov.uk/Showcharity/RegisterOfCharities/CharityWithPartB.aspx?RegisteredCharityNumber=1138287&SubsidiaryNumber=0>

OUR LANDSCAPE

The organisation has grown considerably in recent years, as our approach and high quality work has gained the confidence of major funding organisations. Informed by our extensive field programme, we have effectively pursued challenging policy and advocacy campaigns, driven and supported by a strong and expert team. In the last few years, we have seen a step change in organisational capacity and our impact and effectiveness. We are focusing efforts on ensuring our continued sustainability and efficiency.

We find ourselves in a stable and financially healthy position with funding opportunities expected to stay consistent. Protecting tropical forests – and simultaneously assisting local communities to develop – is expected to remain a cornerstone in international efforts to prevent climate change in coming years.

As we look forward, we seek to maintain the highest standards we have set ourselves in an increasingly challenging policy landscape. Much of our work is currently focused in one

of the most unstable regions in the world yet we remain committed to effectively protecting these rainforests and the rights of the indigenous peoples living there. We also recognise the opportunities to expand our programme of work, outside of current focus areas including the DR Congo and Central African Republic, into other geographical areas where technology such as our ForestLink software and MappingForRights platform could have equally profound positive impacts. Our leading global reputation and demand for our work presents an exciting landscape for RFUK in future years, but this will also require a proactive and creative approach to diversifying our income streams.

This role arises at a time of considerable opportunity for RFUK which is coupled with the associated challenges as climate change assumes growing significance on the global agenda. Policy ramifications must be carefully considered and RFUK must be prepared to deal with conflicting and challenging policy contexts to ensure that rainforests and their indigenous communities are preserved and protected.



EXECUTIVE DIRECTOR ROLE

Role: Executive Director (ED), full-time

Reporting to: Chair, Board of Trustees and external donors

Responsible for: Senior Leadership Team (5 x direct reports) and c.20 indirect reports

Location: London

Salary: c£75,000 + benefits

ROLE SUMMARY

The Executive Director is responsible for oversight of the strategic direction, mission and vision of RFUK, ensuring the organisation continues to deliver at exceptionally high standards, and representing RFUK at a global level to influence change in line with the organisations' objectives. The new ED must share our values and be committed to transforming these into practice. The role requires an exceptional leader and communicator - someone who is able to marry organisational effectiveness and efficiency with external representation and influence. Leading a team of highly competent and technical staff requires a leader with significant empathy. An understanding of the geopolitical contexts, the long-term trends in the policy environments, and having an ability to foresee and to shape medium/long-term strategic developments, are paramount. A demonstrable commitment to protecting forests and indigenous communities is essential.

KEY RESPONSIBILITIES

Organisational Leadership

- Ensure consistent high standards across all aspects of the organisation, in which policies are transparent, consistent and objectively practised.
- Lead a values-driven culture which actively encourages and values the contributions of all team members and creates a collaborative and integrated environment.
- Lead, support and develop RFUK's Senior Management Team (SMT) in the implementation of strategic and operational plans, ensuring effective systems and procedures are in place for programmes, communications, fundraising and monitoring & evaluation.
- Practise sound governance and compliance leadership, ensuring the implementation of robust systems and internal accountability mechanisms.
- Ensure that RFUK fulfils its regulatory responsibilities and upholds the integrity of our code of conduct towards employees, beneficiaries, partners, funders and all those who come into contact with RFUK.
- Uphold the values of RFUK, ensuring a commitment to our mission, diversity and strong organisational culture.
- Work closely with the Senior Management Team to ensure that staff are recognised and rewarded and that sufficient support is provided to develop employees.
- Foresee and proactively prepare, with the members of the SMT, for key capacity requirements, especially in terms of staff expertise.
- Regularly review and manage potential organisational, external and reputational risks.

Strategic Development & Sustainability

- Lead on the strategic development of the organisation to enable RFUK to maintain and further enhance its leading position in rainforest protection and human rights.
- Identify strategic opportunities in potential new areas of work to enable RFUK to effectively pursue its mission and charitable objects through expansion of its programmes and policy work.
- Engage with relevant policy processes, participate in networks and engage with individual influencers, including researchers and academics, to ensure that RFUK is properly informed of and able to anticipate significant medium/long policy, programme and scientific developments relevant to the organisation's mission.

- Proactively lead on the development of RFUK's 'policy suite', anticipating developments in the international policy context.
- Ensure that RFUK's in-house research base is developed to support its advancing policy positions and that relevant external research agendas inform our work.
- Ensure that the long-term programmes strategy and policy strategies are mutually supportive and aligned.

External Representation

- Maintain and further develop high-level external relations, including political decision makers, major donors, existing and potential partner organisations and key influencers.
- Represent RFUK on the global stage to raise the profile and awareness of the organisation's work and promote the achievement of RFUK's mission.
- Ensure that the position of RFUK in relation to challenging policy contexts is clearly articulated, supported with a strong evidence base, and clearly communicated in an appropriate form to targeted audiences.

Learning, Monitoring & Evaluation

- Work with the SMT to ensure that RFUK has the most effective and robust systems in place to monitor and capture evidence of impact.
- Encourage a culture of organisational learning in which monitoring and evaluation is used as a mechanism to drive improvements and identify opportunities for development.
- Ensure that RFUK is able to communicate demonstrable impact and clearly articulate this to a range of stakeholders, including key donors.

Financial Management & Income Generation

- Manage and oversee the organisations' financial planning and budgets, ensuring that RFUK is financially viable and that teams are able to deliver agreed priorities within set budgets.
- Identify funding opportunities across all aspects of RFUKs work and work to ensure a sustainable balance of restricted and unrestricted funding.
- Anticipate changes in the external environment, including regulatory and funding changes, which could impact on funding opportunities for RFUK and its ability to deliver.

EXECUTIVE DIRECTOR ROLE

CANDIDATE SPECIFICATION

Key expected skills	Desirable
Demonstrable commitment to the rights of indigenous and other local communities and the protection of forests	Demonstrable commitment to organisational safeguarding and evidence of upholding robust policies and procedures
At least five years of demonstrable senior leadership experience within an organisation of similar or larger size, ideally within the international NGO sector	At least ten years of senior leadership experience within an organisation of similar or larger size, ideally within the international NGO sector
Proven ability to think strategically, and to undertake and lead participatory strategic planning processes and reviews	Fluency or strong ability in one major language other than English, preferably French or Spanish
Relevant experience of working in a developing country, ideally in Africa	At least Masters degree or equivalent in a relevant subject, such as forestry, development studies, human rights, environmental law or international relations
At least five years' experience of liaising with official and private major donors, including governmental agencies such as DFID	An understanding of international financial institutions, international organisations and donors such as the World Bank, the EC, etc
Outstanding communications and representation skills, able to speak with authority and gravitas on the protection of rainforests and indigenous peoples' rights	Good knowledge of indigenous peoples' rights issues and international agreements affecting them, especially in an African context
Demonstrable ability to oversee a multi-faceted and effective organisational communications programme	Knowledge of forest management issues in tropical forests
Demonstrable ability and effectiveness in policy and campaigning activities; ability to influence at the highest levels and with multiple stakeholders and key decision makers	
Effective and inspirational leader and collaborator, able to instil a strong organisational culture and values-led approach	
Demonstrable commitment to the values of RFUK and to defend its mission	
Ability to work within challenging policy/institutional contexts, and ability to embrace and deal with conflict	
At least five years of working in the context of significant (multi-million dollar) multi-year programmes	
Strong fundraising acumen; ability to spot opportunities for developing complimentary areas of work and diversifying funding streams	
Demonstrable financial management experience, including organisational budgeting and long term financial planning of an organisation of a comparable size	
Demonstrable ability to act with integrity, transparency and inclusiveness, and leading and working collaboratively with the Senior Management Team and junior members of the organisation	
Evidence of demonstrating impact and organisational effectiveness both to internal and external stakeholders	
Fluency in English language, some ability in French	
Willingness to travel regularly outside of the UK	

THE POST WILL BE SUBJECT TO A 12-MONTH PROBATIONARY PERIOD.

HOW TO APPLY

If you are interested in this role, please apply by submitting an [application form](#) (word version available [here](#)) together with a Supporting Statement - no more than 2x A4 sides, returning it to EDRecruitment@rainforestuk.org no later than 9.00am, 19th August, 2019. Please note that we will not discuss applications with candidates before they have been submitted or prior to any interview.

Please see the recruitment timetable below for key dates.

Recruitment Timetable	
Application closing deadline	19th August - 9.00am
Shortlisted candidates notified	30th August
First panel interviews	9th - 10th September
Second panel interviews	TBC
Confirmation of appointment	TBC



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