



Making finance accountable to people and planet

Executive Director

## Description

### About Recourse

Recourse targets development finance as a means of influencing the wider investment community, financial flows and governments to ensure inclusive, environmentally sustainable, socially just and pro-poor development. They are an independent, non-profit, non-governmental organisation that holds International Financial Institutions to account, advocating for:

- Protection of rights
- Participation and transparency
- Public accountability in the operations of multilateral development banks

Recourse has three meanings which define their mission:

- Recourse (verb: Change of course or direction) Recourse campaigns to redirect international financial flows away from dirty, harmful investments towards greener and more inclusive development.
- Recourse (noun: A source of help in a difficult situation) Recourse works in partnership with others to support communities in their struggle for their rights to be respected and their voices to be heard.
- Recourse (noun: The legal right to demand compensation or payment) Recourse holds financial institutions to account for harm to people and the environment.

### About the Role

This is a new role in a growing organisation. Recourse is looking to appoint an Executive Director who will lead the organisation into a new chapter, help them develop a new strategy, redesign their structure, build systems as necessary and ensure the wellbeing of staff.

The key attributes Recourse is seeking are emotional maturity and intelligence, experience in strategy development, experience in running organisational development processes, experience building and maintaining happy, high-performing teams, and experience building financial sustainability.

It is critical that the Executive Director can role model inclusive leadership behaviours and build a professional organisation where all can thrive to their full potential.

The Executive Director will work closely with staff, the board of Directors, funders and allies and partners in the global North and South. The Executive Director will represent the organisation externally at senior level as well as act as a spokesperson for Recourse with the media and international fora, including Development Finance Institution staff, management and member governments.

### Duties and Responsibilities

- Set long-term vision and provide strategic leadership for the organisation in consultation with the Board and senior staff.
- Provide day-to-day leadership of all activities and operations of the organisation.
- Inspire, develop and lead a high-performing team through a values-led approach. Line manage the senior management team.
- Ensure effective functioning and financial stability of the organisation.
- Lead the development and implementation of an organisational fundraising strategy.
- Provide leadership on organisational development and restructuring.
- Develop and ensure implementation of all organisational policies.
- Build collaborative relationships with funders as well as with civil society partners in the global North and South, in close coordination with senior staff.

### Skills and Experience

- Experience leading and growing a small to medium-sized non-profit organisation.

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- Experience working in a policy, advocacy, or campaigning environment.
  - Experience managing complex organisational processes, specifically strategic planning, financial planning and budgeting, and organisational development.
  - Excellent interpersonal skills and proven ability to lead with emotional intelligence, empathy and compassion.
  - A strong communicator with gravitas and the ability to drive change.
  - Ability to build strong and lasting relationships.
  - Excellent teamwork and mentoring skills.
  - Excellent conflict resolution skills.
  - High levels of integrity and honesty.
  - Strong understanding of the role finance plays in international development.
  - Strong interest in and commitment to environmental justice, social justice and human rights.
  - Degree level education or equivalent and ability to demonstrate a commitment to continuing professional development and learning throughout career to date.
  - Fluent in written and spoken English.
  - Risk awareness and management.
  - Ability to travel up to four weeks per year.
  - Experience working in the global South.

**Meta Fields**