

PBI UK Director

Summary of Role

In collaboration with the Board of Trustees, develops the vision and leads the implementation of the charity's strategy, including fundraising, communications and delivering against the advocacy objectives. Providing the leadership and management expertise to maintain the smooth and efficient operations including financial oversight, effective project management, integration with and contribution to the broader PBI mission. Liaison and partnership with the Board of Trustees.

Role:	Director
Location:	London, with expected foreign travel 2-3 weeks a year
Reports to:	Chair of the Board of Trustees
Manages:	PBI UK team
Contract:	Permanent
Salary:	£50,000 - £66,000 per annum, depending on experience
Benefits:	• 28 days leave plus public holidays. • 6 days of additional office shutdown or annual collective leave per year. • Time Off In Lieu (TOIL) Policy. • Access to wellbeing support in line with PBI UK's Wellbeing Support Policy. • Access to the Government's Cycle to Work scheme. • Career development support through appraisal processes. • Pension contributions with option of additional contributions. PBI UK is committed to ensuring work-life balance for our employees, and will give due consideration to all reasonable flexible working requests
How to apply:	Please see information at the foot of this document.

About us:

Peace Brigades International (PBI) is an international NGO with over 40 years' experience providing life-saving protection and support to hundreds of brave human rights defenders who face reprisals because of their activism for social justice. PBI's trademark *protective accompaniment* teams in Colombia, Guatemala, Honduras, Indonesia, Kenya, Mexico, Nepal and Nicaragua are supported by teams elsewhere in the world, such as our UK section (to which these roles are affiliated). We carry out high-level advocacy for laws, policies and practices which support human rights defenders and hold corporations to account, as well as fundraising with an emphasis on trusts and foundations. **Find out more** in our [1-pager](#) about our work, our [global](#) and [UK](#) annual reports, and our [UK strategy](#).

Responsibilities:

- **Strategic Direction:** Lead PBI UK, representing it to external stakeholders, including funders, policymakers, collaborators and the legal community. Oversee day-to-day operations to align with the strategic and operational evolution of the broader PBI. In collaboration with staff and the Board, ensure PBI's sustainable development and maintain effective internal policies and practices.
- **Fundraising and Communications:** Collaborate with PBI UK staff to create an annual fundraising plan and oversee its implementation, covering both private (individuals, major donors, legacies, corporates, community) and public (trusts, foundations, some institutional like FCDO) streams. Lead major donor relations, support staff in engaging trusts and individual donors, supervise key proposals, and network strategically to find new fundraising opportunities for PBI UK. Success will require overseeing and supporting the development and implementation of a communications strategy, ensuring effective supervision regarding communication with stakeholders and external representation before a wide range of stakeholders jointly with PB UK staff.
- **People and Culture:** Supervise and oversee development of the PBI UK Office team, monitoring performance, training and wellbeing of staff and recruitment strategies.
- **Financial Management, Risks and Controls:** Jointly with the Finance Manager, monitor, supervise and analyse the financial situation of PBI UK in line with budgets and risks identified by the Board, escalate any relevant actions to the Board and undertake forecasting and pipelining to ensure appropriate and compliant financial controls and systems are in place.
- **Policy and Advocacy** Jointly with the Advocacy Manager, supervise the development and implementation of PBI UK's advocacy and policy strategy with strategic partners including human rights defenders, law firms, other NGOs, FCDO representatives and other civil society organisations/coalitions. Work with the PBI UK team to develop operational projects and opportunities. Give strategic direction and practical support to the implementation of advocacy on policy, countries and cases.
- **Liaison with Broader PBI:** Lead liaison with PBI's International Office and other global bodies, ensuring that PBI UK evolves in a way which contributes to PBI's global evolution, and maintaining good relationships with other PBI teams.
- **Liaison with PBI's Boards and Ambassadors:** Work closely with the Finance Manager and PBI UK staff in the production of PBI UK's annual budget and plan, using PBI UK's resources effectively and efficiently. Ensure effective implementation of Board decisions, with receipt of clear delegation of authority. Develop relevant policies for Board approval and ensure compliance, and keep the Chair informed of all important matters. Make recommendations to the Board on the appointment of new trustees (including necessary skills).
- **Business Strategy and People Management:** Successfully implement the strategy and fulfil the objectives of PBI UK with the guidance of the Board and the support of PBI UK staff. Develop a strong working relationship with the IC and other PBI bodies.

Skills and experience

Essential

- Extensive experience of working across a range of roles at various NGOs
- Experience in strategy development, strategy implementation, project development, reporting and advocacy
- Experienced leader of operational functions and cross team people leadership
- Varied experience in human rights, environmental justice, development or any other human rights or environmental work

Related Skills and Knowledge:

- Excellent oral and written communication skills in English
- Advocacy experience with government officials and corporate actors on human rights and ability to defend and explain complex issues and positions to governments and intergovernmental bodies at the highest level
- Demonstrated ability to develop strategy and operationalise a vision, including developing operational and budgetary plans
- Capacity to plan and prioritise appropriately and to manage multiple, sometimes competing demands efficiently in a challenging, fast-paced environment
- Demonstrable management experience, including supervising a team of ambitious and talented professionals
- Experience developing legal, policy and grassroots approaches to stop or mitigate current or prospective environment-related violations
- Deep understanding of mainstream intersectional human rights issues i.e. how human rights and environmental issues intersect with the rights of communities, rights defenders, women and other marginalised populations, including racial and ethnic minorities and indigenous peoples
- Excellent interpersonal skills to work with PBI UK colleagues, donors, policymakers, consultants, other PBI teams, and the legal community.
- Demonstrated awareness and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and orientations
- Working knowledge of Spanish
- Familiarity with PBI in any capacity and ability to work horizontally and in consensus with PBI International
- Contacts or experience working in the UK legal sector

**How to
apply:**

Please send us a **copy of your CV, as well as a cover letter** of no more than two pages, addressing how you meet the essential attributes and telling us about your skills and experiences.

Send to: recruitment@peacebrigades.org.uk

The deadline for applications is **15 December 2025**.