

Director, The Corporate Responsibility (CORE) Coalition

CORE is seeking a new Director, as our current Director steps down from the post after eight years. This is an exciting opportunity to take on a significant leadership role to advance the regulation and evolution of corporate accountability practices across the UK and beyond. Over recent decades, we have witnessed the increasing influence corporations exert throughout our lives, within and across borders, including through employment, trade and investment policies, the application of technology, pressure on government decision-making, and the extraction, use and control of natural resources. At the same time, we have growing recognition of the ways such corporate activities can impact the enjoyment of human rights and environmental wellbeing, and a need to act with urgency to address current challenges.

As Director of CORE, you will work in close collaboration with civil society partners and allies to campaign for laws, policies and practices to ensure corporate accountability, as aligned with a robust human rights framework and international environmental standards. Through strategic research, analysis and the coordination of collective action, you will lead CORE's central role in building and strengthening a dynamic movement to leverage opportunities, support bold and constructive vision and action, and shape the corporate accountability field in coming years.

Details

- Location: Option to work from our shared office space in The Foundry, Vauxhall or to work from home with regular travel to London.
- Package: Salary of £44,000 - £50,000 per year, depending on skills and experience. 5% employer pension contribution and 33 days holiday, including bank holidays
- Terms: The role is currently 35 hours a week across five days, however applications for reduced hours (minimum 28 per week) across a four-day working week would also be considered. We offer the opportunity to work flexibly. CORE is open to receiving applications for a job share arrangement, but applicants must apply together and set out how they meet the requirements of the job description and person specification together.
- Closing date: 5pm on 30 January 2020. Interviews will be held week commencing 10 February

About CORE

CORE is the UK civil society coalition on corporate accountability. We work to change the rules to make companies more accountable. We want to tip the scales so that corporations' drive for profit is balanced by the interests of society and the environment. We do this by campaigning with our partners - [almost 50 of the UK's leading organisations](#) with expertise on human rights, international development and the environment - to end corporate practices that harm people and the environment, and to make it easier for victims of corporate abuse to access justice. We also work closely with our equivalent organisations in the international corporate accountability movement.

In the last few years, we've used Freedom of Information requests to expose how oil giant Shell lobbied the government over an international human rights court case; organised a major conference at the Law Society on access to justice; published research showing how companies fall short on supply chain transparency; provided oral evidence to the Joint Committee on Human Rights on the UK's track record on corporate accountability; and [intervened](#) in a ground-breaking Supreme Court case brought by Zambian farmers against mining firm Vedanta. We also played a leading role in the successful 2015 campaign to have a corporate supply chain transparency requirement included in the Modern Slavery Act. And our research and policy interventions have helped shift the debate towards making due diligence on environmental and human rights issues mandatory for businesses. We are now building a campaign to make this a reality. Further information about CORE can be found on our website [here](#).

Job Description

Lead implementation of organisational strategy

- In collaboration with the board of trustees, further develop CORE's strategic objectives to improve corporate accountability and access to justice.
- Oversee the effective implementation of the strategy.

External representation

- Continue to build and evolve a strong corporate accountability movement led by civil society.
- Represent CORE at high level forums in the UK and internationally.
- Build and maintain strong relationships with key actors within and beyond civil society, including parliamentarians; government officials; lawyers, journalists; and business representatives.

Civil society leadership

- Represent CORE in the international corporate accountability movement.
- Ensure CORE is well-placed to maintain and grow its influence by maintaining and building relationships with international corporate justice coalitions such as ECCJ, ICAR and ESCR-Net.
- Identify, develop and manage joint advocacy projects in collaboration with UK and international partners.

Advocacy

- Develop and implement advocacy strategies to achieve CORE's policy change objectives.
- Commission research to build a robust evidence base for policy change.
- Work closely with the Policy & Communications Officer to develop CORE's policy positions and ensure all analysis and outputs are compelling and of the highest quality.

Governance

- In collaboration with the Chair of Trustees, prepare the agenda and papers for quarterly board meetings.
- Work with the board of Trustees to ensure that CORE is compliant with Charity Commission requirements and prepare the annual budget in consultation with the Finance Officer.

Fundraising

- Identify potential funders; build and maintain strong relationships with new and existing funders; lead the preparation of funding proposals and reports.
- Create a long-term funding plan to ensure ongoing funding for the growth and sustainability of the organisation.

Organisational Development & staff management

- Ensure effective systems to track performance so as to measure successes that can be effectively communicated to partners, Trustees and funders.
- Manage the Policy & Communications Officer, the Finance Officer and other staff and consultants as required. Ensure staff are coached and developed in an effective and inclusive way.
- Be self-sufficient, share admin jobs and assist with the training of other staff and interns where appropriate.

Travel

- Undertake some international travel to represent CORE in the international corporate accountability movement and to meet with international partners.

Person Specification - attributes, skills & experience

Professional background and motivation

- At least 7 years' experience in an advocacy role on human rights, environmental justice, or the related fields of development and social justice.
- Substantial experience of building and working with NGO coalitions; is adept at building consensus and facilitating discussions amongst diverse organisations and stakeholders.
- Good understanding of corporate accountability concepts and CORE's advocacy priorities.
- A self-starter with a strong personal commitment to CORE's mission, who is driven by achieving impact.

Leadership

- A creative thinker who can demonstrate a compelling vision for CORE's future direction and the broader corporate accountability movement.
- Inclusive leadership style with ability to inspire partner organisations to engage with and contribute to CORE's work.
- Ability to lead and implement organisational development processes.

Relationships

- Able to work confidently with and influence a wide variety of external stakeholders including academics, lawyers, business representatives and parliamentarians.
- Experience of line management and development of talent.
- Ability to work directly with a board of trustees, and comfortable working without frequent contact with a manager.
- Experience of successfully developing and fostering donor relationships, particularly with foundations.

Advocacy

- A track record of developing and implementing successful advocacy strategies, plus ability to identify and maximise unexpected political and media opportunities.
- Substantial experience of external representation, including lobbying, public speaking in a variety of fora and acting as a media spokesperson.
- Experience of policy development and oversight in the field of human rights, environmental justice, or the related fields of development and social justice.
- Ability to understand and communicate complex technical information in a succinct and compelling way for a variety of audiences.

Financial management and charity governance

- Experience of managing budgets.
- Awareness of the legal and regulatory framework for charities engaging in campaigning and political activity.

How to Apply

All applicants must have the right to live and work in the UK.

CORE is committed to providing equal opportunities for everyone regardless of their background and we acknowledge that people from certain backgrounds are under-represented in progressive movements. We particularly encourage applications from minority groups, people with disabilities, and people who identify as LGBTQ+.

Applicants should send a CV and cover letter (no more than 2 pages) detailing their suitability for the role, how they meet the person specification and their current/most recent salary to [David Bowman](#) by 5pm on 30 January. Interviews are expected to take place in the week commencing 10 February 2020.