



**Appointment of Executive Director** | 5Rights Foundation  
Candidate pack

June 2021

<i>Job Title</i>	Executive Director
<i>Remuneration</i>	£90,000 - £110,000, depending on experience
<i>Location</i>	Islington, London
<i>Contract duration</i>	Permanent
<i>Deadline for applications</i>	2 July, 2021

## ABOUT 5RIGHTS FOUNDATION

5Rights Foundation's contribution to advancing children's rights in the digital world is widely acknowledged and celebrated. From our earliest iteration as a set of principles, to our ground-breaking work in child data protection and child-centred design, to our work with the UN to formally recognise that children's legal rights apply online, we have grown to be a significant voice globally.

Our work is detailed, practical, and focused on real world impact. We work with engineers, policymakers, academics, children, young people, and the international community to build the digital world children and young people deserve. From technical standards, to applied research projects, to calls for legislative change – we work wherever children, young people and digital technologies intersect.

During a period of organisational and reputational growth, 5Rights has consistently been at the forefront of identifying and articulating both why and how the digital world must change the way it treats children. This is now an exciting time for achieving deeper impact, with proposed regulatory changes in the UK, EU, and across the world.

We seek an Executive Director to support the board to deliver its ambitious goals, and to lead our small but extraordinary team from a period of policy development, into a period of policy delivery in the UK and beyond.

More information and news on 5Rights Foundation can be found at:  
[5RightsFoundation.com](https://www.5RightsFoundation.com)

## ABOUT THE ROLE

5Rights Foundation wishes to appoint a forward-looking and imaginative leader to steer the next stage of our development, strengthening organisational capacity and supporting our international partners. The new role of Executive Director will lead the day-to-day management of the organisation, and will be responsible for overseeing all line management, administration, programs, and the effective delivery of 5Rights' strategy and mission. The ED will work with staff to develop implementation plans and adaptive systems that facilitate the effective and impact-driven operation of the organisation. They will make sure 5Rights Foundation is structured, equipped, and resourced to realise opportunities with the agility, imagination, and excellence for which it is known.

The ED will lead the senior management team, with oversight of all areas of management, team development, and the delivery of projects and publications, which are internationally respected for their insight and rigour. They will have an understanding of and sympathy for 5Rights' policy work. As such, the ED will support and, as needed, deputise for the Chair (who leads in an executive capacity on the development of policy positions and policy strategy), ensuring its successful implementation. The ED will hold responsibility for: the reputation, quality and effectiveness of the organisation; the deployment and use of 5Rights' resources; nurturing and building upon our excellent funder relationships, including

developing future fundraising strategy and initiatives; and managing external strategic partners. As such, they will be responsible for high-level partnerships and stakeholder engagement on our behalf, on both private and public platforms.

Following a period of tremendous real-world policy impact, the Executive Director will be expected to facilitate an increasingly global strategy.

The ED will be based in 5Rights' principal office, located in Islington, North London – from which the majority of the team works. The ED will also be responsible for staff in Brussels and North America. 5Rights currently comprises 11 FTE staff and works with a variety of external consultants.

The ED will report directly to the Chair and will be accountable to the Board.

The Executive Director's specific responsibilities will include:

- Ensuring the successful delivery of 5Rights' organisational strategy by uniting long-term goals with sound operational and business plans
- Overseeing 5Rights' day-to-day business activities and the effective execution of programmatic activity, while inculcating a high-performance, results-oriented culture
- Leading the senior management team, and ensuring the effective management, development, and motivation of 5Rights' staff, including conducting performance reviews
- Working with the Director of Operations, providing strategic oversight of financial accounts, budgeting, commercial, legal, risk, and HR matters
- Working with the Chair and the Director of External Engagement, overseeing and providing high-level support for overall comms and advocacy activity, including undertaking some external representative functions, as appropriate
- Supporting the Chair with the delivery and implementation of strategy
- Building and nurturing high-level external relationships with strategic partners
- Ensuring successful funder and donor engagement and development, as well as defining and spearheading new, long-term fundraising strategy

## **CANDIDATE SPECIFICATION**

### *Essential skills and qualities*

- Strong organisational leadership and management experience – in particular change management experience in a growing organisation – preferably gained within an analogous, mission-driven culture
- Ability to build, manage and develop a happy, high-performing team and cultivate a positive, empowered, and highly professional organisational culture
- Flexible, 'can do' leadership, with proven ability to balance the delivery of core strategy with agility and judicious risk-taking in order to seize opportunities for impact whenever and wherever they may arise
- Senior player, comfortable with their authority, who commands the trust and respect of both senior and junior colleagues
- Proven ability to realise the delivery of complex projects, both directly and indirectly, and ensure robust, high-quality, timely, and impact-oriented outputs
- Working collaboratively with executive and trustee colleagues, an ability to identify, establish, and nurture influential strategic partnerships at high-level to further organisational reputation and impact
- Effective leader who can confidentially oversee robust HR processes and professional development within the team

- Clear and persuasive speaking, writing, and communication skills, with the ability to offer high-level support to colleagues across comms, campaigning, and advocacy
- Financial literacy and commercial and operational acumen
- Emotional literacy and empathy, particularly for the ideas and opinions of children and young people
- Keen political and strategic awareness
- A fearless and unwavering commitment to realising real-world change for children in the digital world
- Ability to work collaboratively and effectively with 5Rights' Chair

*Desirable skills and qualities*

- Expertise in one or more of our specialist subject areas – data protection and privacy, children-centred design, and children's rights.
- International experience, including leading and managing teams, projects, and/or programs across time zones, and facilitating increased international activity and influence
- Experience in fundraising, donor relations, partnership development, and resource mobilisation, ideally with contacts within media, funders, and/or a relevant policy community
- Respect for and encouragement of creativity

## **HOW TO APPLY**

To apply for this role, please send a CV and a cover letter, outlining your motivation and suitability for the role, to: [5rights@jagochannell.com](mailto:5rights@jagochannell.com). Jago Channell is our executive search and recruitment advisor for this appointment. Please note, all applications should be made via the email address stated here, not via 5Rights Foundation directly. The deadline for applications is: 2 July, 2021.

5Rights Foundation is committed to and wishes to actively invest in building a diverse team, which reflects the society we serve. Every qualified applicant will receive equitable and fair consideration. We would particularly welcome candidates from Black and minority ethnic communities and those with disabilities, who are currently under-represented in our team.