

# Head of Operations and Development

May 2021



HUMAN RIGHTS AT SEA



# Introduction

David Hammond, CEO

It is my pleasure to welcome your professional interest in Human Rights at Sea as a potential candidate for our key role of Head of Operations and Development.

For eight years our organisation has evolved from a simple idea to a charitable NGO, which now has a leading international reputation and an essential role to play in constantly addressing issues of human rights abuse at sea across the entire maritime environment.

Our work is demanding and constant. It requires personal and professional resilience, moral courage, empathy, maturity, and tenacity. This is especially the case when taking on and investigating cases of abuse which may include difficult engagement at commercial and state level.

In today's world, human rights and associated freedoms are under constant threat through erosion from entities who seek to undermine the rule of law, deliberately avoid accountability, and act with impunity. We need to do something about this.



The Senior Leadership role is hands-on, knees deep, and it will be fundamental to our ongoing development and emergence as a trusted independent source of information with an associated reputation that helps change law and policy for those without a voice.

If you do apply, be under no illusion that our path is challenging and our work difficult and sometimes emotional, but you will be rewarded with a competitive package and the opportunity to shape not just the organisation, but its standing on the international stage.

We look forward to receiving your application

David Hammond,  
Founder & CEO

# Human Rights at Sea



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Established in 2014, Human Rights at Sea is a leading UK-based international NGO with a singular vision to end human rights abuse at sea based on its founding principle that, 'human rights apply at sea, as they do on land'.

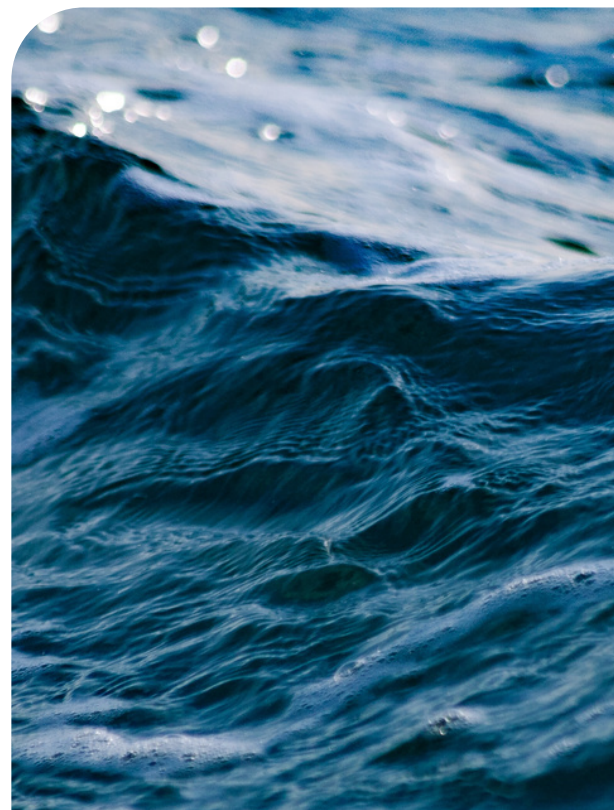
We are a UK-registered charitable organisation with international reach. We are deeply committed to upholding human rights protections at sea and developing effective routes to social justice by acting as a global catalyst for

collaborative change through our research, advocacy, investigation and transformative initiatives. We operate in a high-tempo environment, often remote, and we work with and across state, commercial, academic and civil society entities, often at the highest levels.

We are now looking to expand our global footprint and internal capacity with a Head of Operations and Development to join us in and around the Portsmouth – Southampton area on a full time, permanent basis, and with a view of increasing income from successfully delivering against increased donor support.

## Benefits package

- Starting salary of £47,250 (non-London)
- Pension scheme
- 30 days' holiday (including Bank Holidays)
- Flexible working, by agreement
- Death in Service insurance



This is an exceptional opportunity for a high calibre operations and development professional with broad and practical experience in civil society project management and implementation, written and oral advocacy, donor relationship building and management with an understanding of international affairs and context in the maritime space, to significantly expand their professional experience and long-term opportunities.

Behind the extensive front-end profile and multiple project platforms, you will discover an ethically driven and incredibly hard-working charity striving to address human rights abuse throughout the maritime environment and associated supply chains.

Our vision is to end human rights abuse at sea against a very challenging context of impunity, poor accountability and a lack of enforcement.



Photo credit: shutterstock.com

**Your role will be a vital element in maintaining and delivering this life-changing vision for victims and their families, whilst helping to build our internal resilience, financial stability and medium-long term sustainability, to be able to continue to carry out our role effectively and efficiently.**

# The role

As the Head of Operations and Development, you will form a key part of our Senior Leadership Team (SLT) and play a strategic role in developing stakeholder engagement with our vision and mission. Specifically, you will lead the development, implementation and evaluation of key projects and strategy which supports our vision, strategy and business plan.

As part of the SLT, you will implement and drive our shared vision, acting as a role model for our core values and developing relationships with a range of key stakeholders. You will ensure that the impact of our charitable work is understood, valued and supported through effective delivery of projects, and through online communications and public events.

Additionally, you will:

- Help continuously manage our narrative, influence, and expand our reach from a strategic perspective.
- Develop our written advocacy capability and identify prioritised opportunities to influence nationally and internationally.
- Use statistics to ensure our case for engagement and donor support is the strongest it can be.
- Champion our organisation and strategic ambitions in a range of forums.
- Ensure the strategic alignment of the organisation's and team's day-to-day objectives.
- Collaborate with the CEO, Programme Manager and trusted consultant staff to ensure our projects are successfully delivered, on time and above expectations, ensure that our public messaging is consistent, coherent and meaningful and that our external relationships steadily grow.



# About you

To be considered as the Head of Operations and Development, you will need:

- Proven experience in civil society, human and labour rights, donor management and liaison and international affairs, preferably developed through an ethical business, charitable or NGO setting.
- Demonstrable previous professional delivery under challenging working conditions both within an office, but also in a field-based environment.
- The ability to rapidly reorientate, re-task and re-prioritise while maintaining professional effectiveness.
- The ability to spend time overseas, sometimes at short notice, for working periods up to 2-4 weeks while delivering daily requirements.
- Significant patience, resilience and emotional intelligence.
- Experience of developing and delivering strategic advocacy, projects and plans for short, medium and long-term objectives.
- Experience of working in small and highly motivated mobile teams through periods of change, uncertainty and continuous challenge.
- Proficiency in managing expectations of both internal and external stakeholders. An innate understanding of loyalty and team support through deepening engagement, honesty and share experiences.

*Human Rights at Sea is an equal opportunities employer, values diversity and are strongly committed to providing equal employment opportunities for all employees and all applicants for employment noting the requirement to travel and potentially work in demanding environments.*

*Equal opportunities are the only acceptable way to conduct business and we believe that the more inclusive our environments are, the better our work will be.*

# How to apply

Human Rights at Sea is working exclusively with Charisma Charity Recruitment.

We welcome and encourage applications from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age, veteran status, or other category protected by law.

This role is open to all who meet the criteria. To apply, you will need to submit

- A comprehensive CV
- A supporting statement

During your application submission you will be asked to complete a Diversity Monitoring Form as equal opportunities is critically important to Charisma and Human Rights at Sea.


Applications should be submitted via [www.charismarecruitment.co.uk/job/head-of-operations-and-development-human-rights-at-sea](http://www.charismarecruitment.co.uk/job/head-of-operations-and-development-human-rights-at-sea).

For more information please contact Adam Stacey, Director, Charisma Charity Recruitment, [info@charismarecruitment.co.uk](mailto:info@charismarecruitment.co.uk) or 01962 813300.

**Applications will be reviewed on a rolling basis and the role will be closed when a suitable candidate is found, therefore please apply without delay.**





 Southgate Chambers  
37-39 Southgate Street  
Winchester  
SO23 9EH

 [info@charismarecruitment.co.uk](mailto:info@charismarecruitment.co.uk)

 01962 813300 / 0207 998 8888

 [charismarecruitment.co.uk](http://charismarecruitment.co.uk)

