



# GLOBAL INTEGRITY

Data, Learning & Action for Open Governance

## Executive Director Job Announcement

### About Global Integrity

Global Integrity is a US-registered non-profit organization that works with government and civil society partners around the world, supporting their efforts to address complex social challenges relating to corruption, the use of public resources and the delivery of public services. We do this by supporting locally-led, learning-centered and adaptive approaches: first, by providing tailored support to frontline actors; and second, by leveraging the evidence and insights generated through this work to inform the policies, practice and funding priorities of more global players. (See our [Strategy & Implementation Summary](#)).

With a track record of developing and deploying innovative approaches to assess and address governance-related challenges, we are a well-connected and respected actor in the governance and anti-corruption space. Under the leadership of our outgoing Executive Director, since 2015 our work has informed the [evolution of the transparency agenda](#), and helped to lead the way in exploring the value of learning-centered, [open, and adaptive approaches](#) to addressing complex governance challenges. See our [Annual Report for 2020](#) and our [2021 Report to the Hewlett Foundation](#) for more detail about our work.

With an operating budget in 2021 of \$3.5m, we have a diverse, global team of 12 staff members in North and South America, Africa, and Europe. The majority of the team works out of the [Open Gov Hub](#) in Washington, D.C., which we co-founded in 2012 and operate in partnership with Development Gateway.

### About the opportunity

We are keen to find a new Executive Director with the passion, creativity, and determination required to sharpen our vision, broaden our partnerships, strengthen our implementation, support our learning, and enhance our impact. Our leadership transition is taking place at an exciting time for the global development agenda, with the importance of locally-led, learning-centered and adaptive approaches to improving governance and addressing complex

development challenges increasingly appreciated, including by a number of bilateral and multilateral donors, and private foundations.

The incoming Executive Director will be able to leverage Global Integrity's position and reputation to respond to this moment, and address the challenges and opportunities it brings. They will have much to build on - a strong team, an excellent reputation, and great relationships - as well as plenty of scope to lead the evolution of the organization and further enhance our impact.

## **Role and responsibilities**

The Executive Director reports to the Board of Directors - chaired by Ania Calderon - and provides leadership and support across all aspects of the organization's work, including:

- **Leadership and management:** Leads the work of the Management Team, directly managing the work of 3-4 senior colleagues, and takes overall responsibility for team leadership, management and organizational development.
- **Values and culture:** Models Global Integrity's [values](#) internally and externally, especially through humility, collaboration, inclusivity, innovation and openness, nurturing a healthy environment, with a supportive culture of curiosity and learning, in which the whole team can be their whole selves.
- **Strategy, implementation, and learning:** Responsible for the strategic direction and priorities for Global Integrity in close consultation with staff and partners; ensures that we implement, learn and communicate around our strategy, adapting our approach as our understanding of the challenges and opportunities we face evolves and context shifts.
- **Fundraising:** Identifies and pursues fundraising opportunities, successfully attracting the investment needed to effectively implement our strategy. Maintains relationships and conversations with Global Integrity's donors.
- **Partnership development:** Responsible for the overall ethos of Global Integrity's partnership approach and model; leads initiation of and sustains continued engagement with existing and prospective government, civil society, and private sector partners.

- **Thought leadership:** Leverages our work to inform and influence thinking, policy and practice on governance and anti-corruption, and models collaborative and adaptive ways of working.
- **Financial management and operations:** Supervises financial management and operations functions, working in close collaboration with our Managing Director for Finance and Operations, to ensure optimal use of resources.
- **Governance:** Works closely with the Board to facilitate effective oversight, and stewards board engagement and composition to enable effective support and oversight.

### **Candidate profile**

We are keen to attract a diverse pool of candidates. This includes candidates from the Global South with lived experience of the challenges we seek to address, as well as candidates who may have experience in areas beyond the governance and development agenda. We are especially interested in candidates with the following:

- A minimum of twelve years of relevant work experience, including at senior management levels, most likely in the broad terrain of global development and public policy, and with significant non-profit experience;
- A strong understanding of the governance and development agenda, and the challenges and opportunities for an organization such as Global Integrity that both provides support to frontline actors, and seeks to inform the policies and practice of global players;
- A reputation as someone who contributes to the evolution of policy and practice through presentations, publications, participation in events and through active and timely engagement in conversations about key governance and development issues;
- The demonstrated ability to articulate an organizational vision and craft a strategy, and to inspire, lead, and engage a diverse, equitable and inclusive team to implement strategies effectively and adaptively; experience with remote or geographically dispersed teams a strong plus;
- A diverse and global network of relationships and contacts in the governance and development space, including partners in the Global South, as well as peer organizations, funders and policy-makers;

- A track record of effective fundraising in the non-profit space, ideally supported by a strong understanding of the funding landscape and existing relationships with relevant players including bilateral and multilateral donors, and private foundations;
- Fluency in English is required; fluency in additional languages, especially Spanish and French, is a strong plus.

We are keen to ensure that we build an inclusive team which brings a rich diversity of experience and perspectives to our work, and to our efforts to inform the evolution of a governance and development agenda that is driven by the needs and priorities of the people it is intended to serve. To further strengthen our diversity, we are particularly eager to receive applications from candidates from under-represented groups, including women, People of Color, and people from the Global South.

### **Key details about the position**

- **Indicative compensation:** \$140,000-\$175,000
- **Location:** We have a preference for candidates who would be based in Washington DC, but are open to applicants who wish to work remotely and would be able to travel to Washington DC regularly (eg. two weeks per quarter).
- **Visa sponsorship:** We are open to sponsoring a visa application for an extraordinary candidate with the potential to secure an O-1 visa. Noting current delays in visa approvals by USG, the final candidate may need to start work in their home country and/or another location while awaiting visa approval.
- **Benefits:** Global Integrity offers a competitive benefits package including health and disability benefits, as well as a modest life insurance policy, and currently pays 100% of the premiums associated with those benefits. The organization also provides generous paid time off, contributes to employees' retirement accounts and provides for a transit benefit.

### **Process and timeline**

We hope to appoint a new Executive Director by late October/early November to allow for an overlap and handoff period with our current Executive Director. Applications are **due Tuesday, September 6** with 3-4 rounds of interviews scheduled with members of Global Integrity staff,

board and key partners in the months of September and October. We will review applications on a rolling basis and may start early screening and interview rounds in order to seize windows of opportunity with outstanding candidates. **Early applications are encouraged.**

Oversight of this recruitment process is being led by an Executive Search and Transition Committee made up of a subset of Global Integrity board members and staff. The search process is being supported by Revolution Impact, an external company with a well-rounded understanding of Global Integrity and the governance and development field.

## **How to apply**

Applications should be submitted to [EDSearch@globalintegrity.org](mailto:EDSearch@globalintegrity.org) by Tuesday September 6.

All applications should include the following:

- An updated CV
- A cover letter of no more than two pages which concisely explains why you are interested in the role, and why you are particularly well-placed to lead Global Integrity at this moment, including reflections on key opportunities and challenges ahead.
- 2 examples of public-facing work related to the thematic issues that Global Integrity focuses on, and the sorts of approaches we take. Example formats may include:
  - Writing (eg. reports or blogs)
  - Video (eg. event participation or presentation)
  - Audio (eg. podcast or presentation)

Questions about the role can be submitted to [EDSearch@globalintegrity.org](mailto:EDSearch@globalintegrity.org) and will be answered on a rolling basis in a FAQ to be made available [here](#) for all candidates to review. Interested candidates are also welcome to schedule informational calls with the recruitment team between July 15th and August 31st (book an appointment [here](#)).