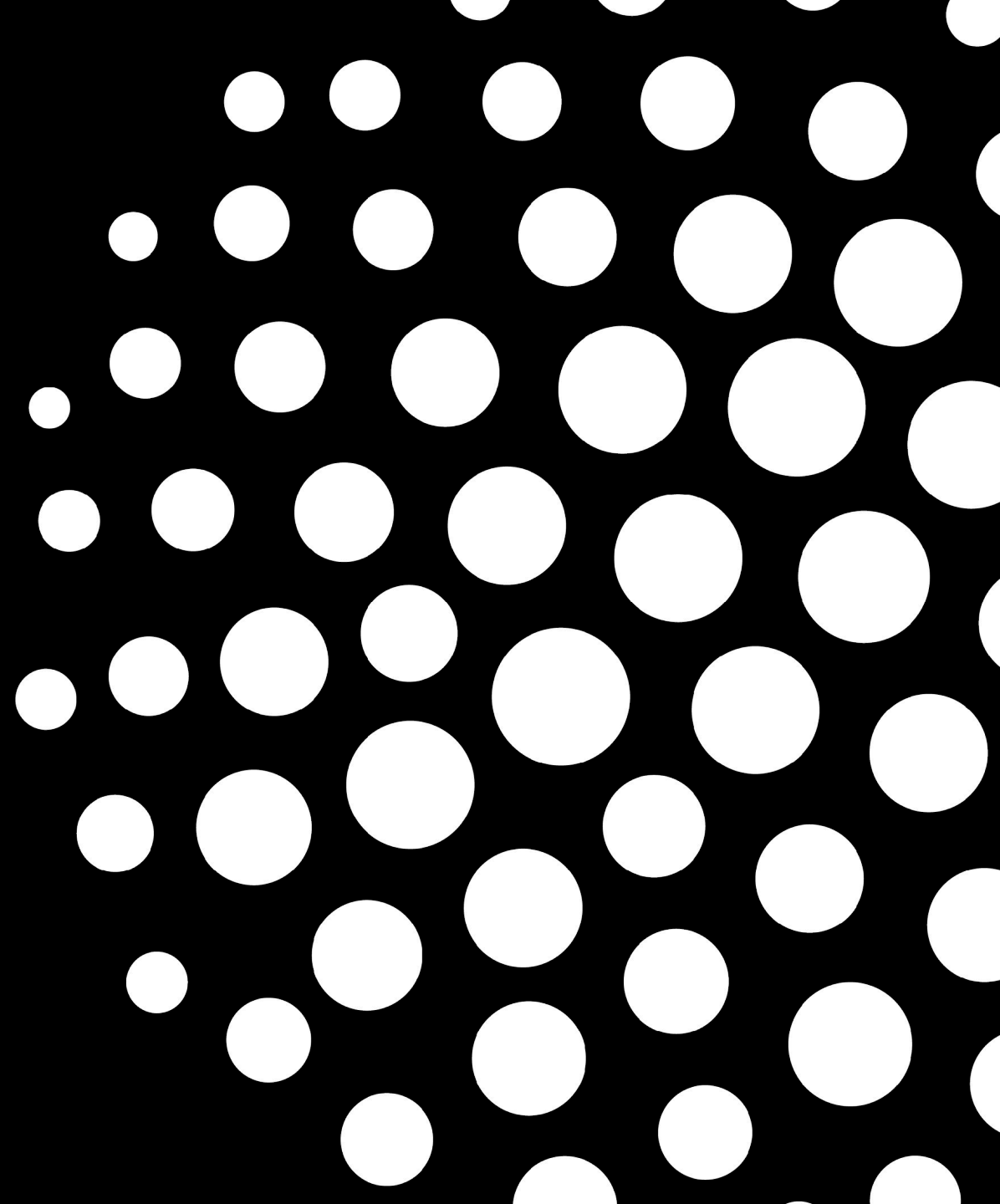


Head of Development

Development Team

July 2025



Welcome to Global Canopy

We are so pleased you found us. Global Canopy is an ambitious, creative and dynamic not-for-profit targeting the market forces destroying nature.

Our special focus is on ending global deforestation, most of which is driven by agricultural expansion for commodities like beef, soy and palm oil that end up in products we all use every day.

In fact, our research shows that \$6 *trillion* in private finance each year is driving this destruction – including 20% of the money that we all put into our pensions.

This is a major driver of climate change, biodiversity loss and human rights abuses. To tackle this, we deliver radical transparency through our award-winning data platforms, detailing how consumer markets are linked to nature loss.

We help major companies, investors and governments make better decisions about nature, forests and people, while enabling campaigning organisations and investigative journalists shine a light on those not doing

enough. We also help policymakers to design laws that make it mandatory for the private sector to change.

We are now growing rapidly as an organisation – expanding our work and teams in key geographies like Brazil and South East Asia. And we are deepening our relationships with major investor networks as we redouble work to remove deforestation and nature-related impacts from lending and investment portfolios worldwide.

As part of our team, you will be at the heart of global efforts to tackle the intertwined climate and nature crises. And you will find yourself surrounded by engaged, positive and committed colleagues determined to make a difference.

Please join us, this is urgent.

Niki Mardas

Executive Director





\$6.1tn
of finance flowed to
companies in
forest-risk supply
chains
in 2023

About Global Canopy

Global Canopy is a data-driven not for profit delivering real transparency and accountability for market impacts on nature and people. Our special focus is on ending deforestation – an essential step in achieving urgent global goals on climate, nature and human rights.

We deliver our work via three main strategies:

1. Providing **open data**, including via major global data platforms like [Trase](#), [Forest 500](#), [Forest IQ](#), and [ENCORE](#)
2. Creating stronger **voluntary and compliance frameworks** to address nature loss, including through our work as a founding partner of the [Taskforce on Nature-related Financial Disclosures](#))
3. Accelerating **accountability and action by the finance sector** towards deforestation-free portfolios

Our platforms, data and insights are relied upon by Fortune 500 companies, major financial institutions, national and regional governments, and some of the most effective campaigning organisations worldwide.

We work globally, with a focus on both forested regions, particularly across Latin America and South East Asia, and major consumer and financial markets, with a focus on Europe, the US, Singapore and China.

We have a distributed team of around 70 people worldwide, with a main office in Oxford in the UK. We work via close and deep partnerships, including with institutions like the Stockholm Environment Institute, the UN Climate Change High-Level Champions, UNEP Finance Initiative, World Conservation Monitoring Centre, the Zoological Society of London, and many others.

The role: Overview

This is an exciting opportunity to lead the Trusts and Foundations income stream at Global Canopy, bringing exemplary relationship management and stewardship strategies to continue establishing the programme for long-term impact. This role will also nurture a small but successful team, supporting them to reach in-year and future income targets.

You will contribute to a culture of kindness, collaboration, rigour and accountability in equal measure. You will come to work with a sense of urgent mission, but one balanced by emotional intelligence. You will share our conviction that it is not just what we do that matters in our working life, but how we do it too.



The role: Responsibilities

As a confident and energetic member of Global Canopy's Development team, you will:

- Oversee the delivery of our Trusts and Foundations programme, shaping plans to ensure outstanding donor engagement and stewardship, future income growth and the delivery of our mission for forests, people and nature
 - Personally manage a portfolio of prospects and existing funders at the six- and seven-figure level, inspiring them to give for the first time and continue or increase their giving
 - Support the Trusts/Foundations fundraising team to develop a continuous pipeline of unrestricted and restricted funding opportunities
 - Working alone and in partnership with other team members, develop high-quality tailored communications, including cases for support, bespoke proposals, concept notes and donor reports that demonstrate Global Canopy's impact
 - Engage and build relationships with peer and partner organisations to identify and explore opportunities for partnership funding applications
- Represent the voice of fundraising on strategic internal Boards and Working Groups, ensuring excellent communication flow between them and the Development team
 - Collaborate effectively across the organisation at all levels, operating as a supportive and reliable fundraising colleague
 - Work with colleagues across programmes, communications, operations and finance to shape annual plans and budgets
 - Leverage your understanding of market trends to adapt our approach to fundraising and donor engagement
 - Effectively manage a high performing Trusts/Foundations team providing clear objectives, supervision and support to enable them to thrive in their roles
 - Ensure your and the team's work is fully compliant with both our own policies and the latest charity legislation and standards of practice

The role: Responsibilities continued

- Ensure that our CRM (Salesforce) is used effectively, kept up to date and accurately maintained with prospect and donor information
- With the Director of Income and Philanthropy Lead, contribute to the effective management of the Development team as a whole and a strong organisational fundraising culture
- Undertake any other relevant duties and projects delegated by the Director of Income



About you

To be successful in this role, these are the things that will matter the most:

- A proven track record of having identified, cultivated and secured six- and seven-figure funding partnerships with trusts/foundations
 - Proven experience of building relationships of trust, working collaboratively and in close partnership with internal stakeholders to deliver joint outcomes
 - Excellent written and verbal communication skills, confidence in synthesising complex information for external-facing, donor-friendly communication and talking with funders, prospects and stakeholders
 - Adept in negotiating in complex environments with multiple stakeholders to achieve mutually beneficial outcomes
 - Skilled in adapting your style of management to meet individual needs and provide support to team members in achieving their professional and developmental goals
- Familiarity with the Fundraising Code of Practice and/or other relevant fundraising best practice frameworks
 - Excellent relationship management skills and high emotional intelligence
 - Strong financial literacy, including budgeting and financial reporting
 - Able to work well under pressure and manage multiple priorities and demands
 - Experience in working in the forests, nature and/or climate sectors, preferably in a global context
 - **Desirable:** Familiarity with the human rights and social dimensions of commodity-driven deforestation and environmental degradation and/or the nexus between human rights and nature-related issues

About you: Continued

Essential behavioural competencies:

- Proactive and agile, seeking opportunities to grow income in a dynamic and creative environment
- Passionate about demonstrating how funders can contribute to ending deforestation, an essential step in achieving urgent global goals on climate, nature and human rights
- Enthusiasm and flexibility to adapt to changing circumstances and capitalise on new opportunities
- Effective and positive team-player with a strong preference for collaboration





Our values

As an organisation committed to achieving system-wide change, we operate in a challenging environment. Our organisational values help guide our ways of working and keep us accountable to these standards:

Entrepreneurial – We develop bold new ideas to catalyse system wide change.

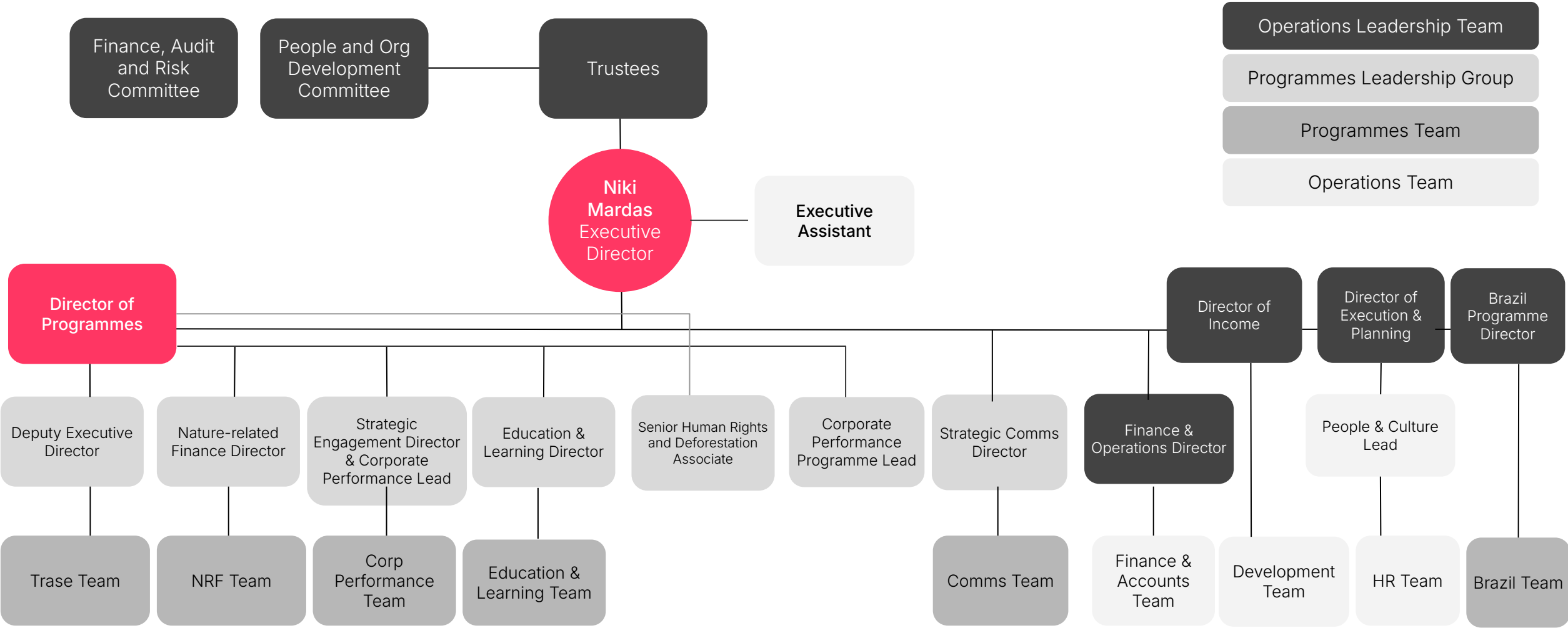
Impactful – We learn from what works, hold ourselves and others accountable and work in collaboration with others.

Inclusive – We celebrate diversity, value teamwork and support individuals to fulfil their potential.

Clear – We listen actively, think critically and communicate with clarity.



Leadership & organisational chart



- Operations Leadership Team
- Programmes Leadership Group
- Programmes Team
- Operations Team

Salary and benefits

Salary

£55,000-65,000 (100% full-time equivalent)

This role sits within Band C on Global Canopy's remuneration framework.

Nature of contract

Full time / Permanent. We are a flexible employer and welcome candidates wishing to work flexibly.

Base

Our office is in Oxford, with flexible home-working arrangements in place.

Holidays

36 days (including bank/public holidays) for discretionary use across the annual leave year. Option to purchase up to an additional 5 days or equivalent of one week's leave.

Pension

Employer pension contribution of 8%.

Healthcare cashback plan

Covering dental fees, eye-care, wellbeing, physiotherapy, chiropody and much more – for you and any children.

Group Life Assurance

Paying a lump sum of 3 times annual salary.

Group Income Protection

Paying 75% of annual salary for up to 2 years (for long term sickness).

Employee Assistance Programme

Providing free, confidential advice on personal and legal matters.

Other

A range of discounts and cashback deals at gyms, restaurants, holidays, and much more.

How to apply

To apply for the position, please use this [link](#) and submit an up-to date CV and covering letter.

The covering letter should explain your motivation for the role and how your skills and experience fit the person specification. Please no more than 2 pages.

All candidates are asked to complete an anonymous diversity monitoring form when they apply.

The closing date for applications is **21 July 2025 at 09:00 UK time**. Early application encouraged. We may close applications early if suitable candidates are identified.

Screening calls are provisionally planned for w/c 28th July, and will be conducted remotely via a video call.

At Global Canopy, we value diversity and inclusion. You can read our diversity statement on our [website](#). We encourage applications from all backgrounds and are committed to having a team with a diverse set of skills, experiences and abilities.

Global Canopy works on issues of global deforestation. We are particularly interested in strengthening our team to include those with a background from forest regions, such as Latin America and South East Asia. We would welcome applications from people from these regions.

If you have any questions about the position, please contact hr@globalcanopy.org.

Applicant data will be managed in accordance with the candidate privacy policy available on our [website](#).

Thank you

HR Team

hr@globalcanopy.org

Find out more at globalcanopy.org