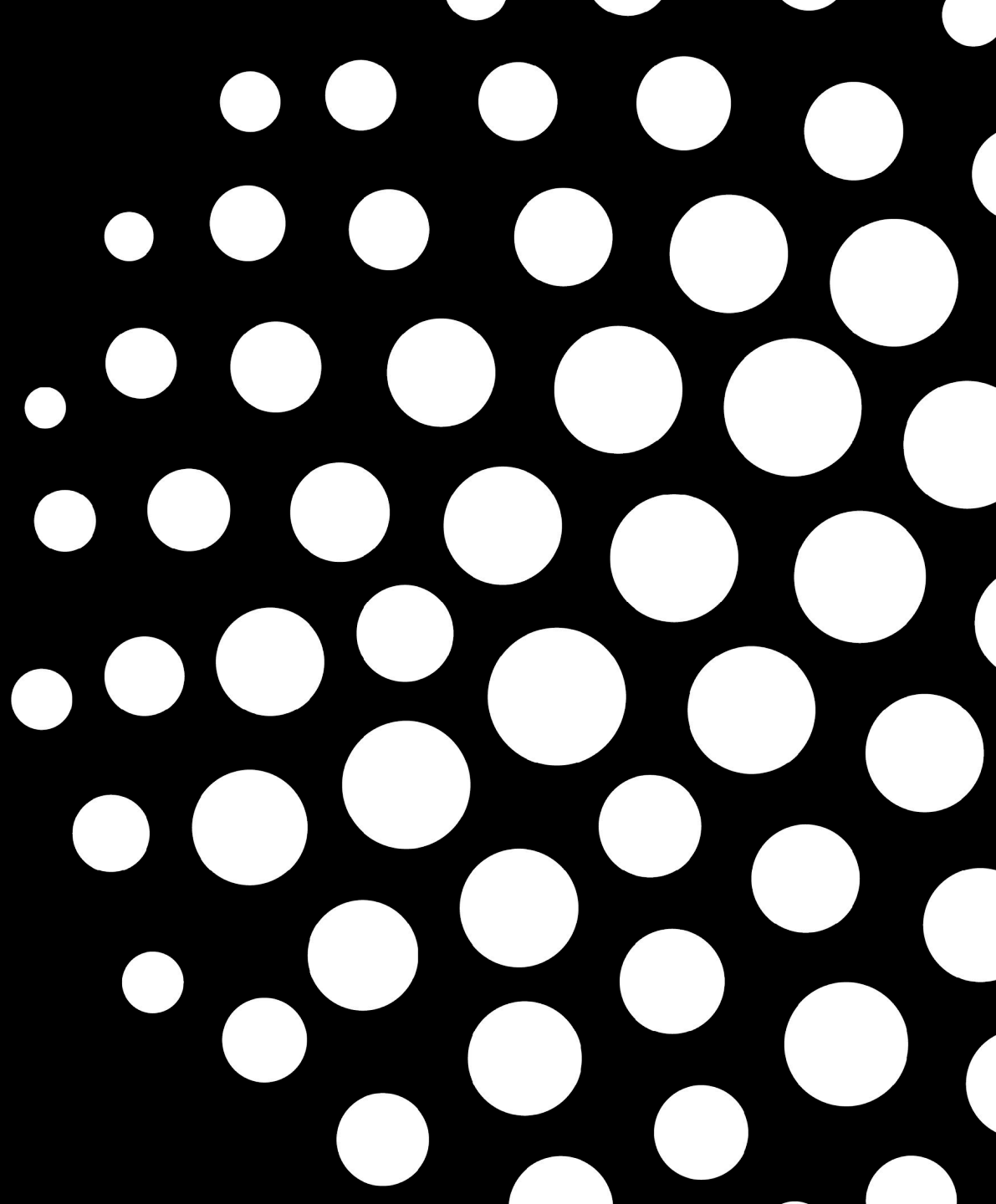


# Research Lead Corporate Performance

November - December 2025



# Welcome to Global Canopy

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**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, of biodiversity loss and of 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 enable major companies, investors and governments to take positive action, and we help campaigning organisations and investigative journalists shine a light on those not doing

enough. And we 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



# About Global Canopy

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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. on **open data** (including via major global data platforms like [Trase](#), [Forest 500](#), [Forest IQ](#), and [ENCORE](#));
2. on creating stronger **voluntary and compliance frameworks** to address nature loss (we are a founding partner of the [TNFD](#));
3. and on 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 (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, the World Conservation Monitoring Centre, the Zoological Society of London, and many many others.

# Corporate performance

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A growing number of companies and financial institutions are seeking to mitigate their impacts on nature. But many have made commitments that are not being met, and others are failing to take any action at all.

We hold the most exposed companies and financial institutions to account through our **Forest 500** project, by assessing their policies and performance.

We our suite of **Deforestation-free Finance Guidance** and a forthcoming new tool, **DEFT Pathway**, we provide tools and data for financial institutions and investors to support effective engagement with high-risk companies. We support the finance sector, policy makers and other stakeholders by providing market-leading data on deforestation and ESG metrics through **Forest IQ**.

## Forest 500 2025:

**"168 laggards (34%) don't have a public deforestation commitment. 24 of these are persistent laggards."**



\$6.1tn

of finance flowed to  
companies in forest  
risk supply chains  
in 2023

# The role: overview

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This is an exciting and pivotal role for an experienced research and project lead. As Research Lead for the Corporate Performance Programme, you will have oversight of all aspects of research relating to three of Global Canopy's flagship projects: Forest 500 (including Floresta 250), Forest IQ and DEFT Pathway as well as associated Guidance. You will be part of an effective team in a fast-growing and dynamic non-profit delivering on complex and impactful projects around the world.

You will manage a team of researchers, building on the strong and collaborative atmosphere already in place. You will have a vital role across the organisation with visibility of other research projects too, including how they complement each other and interact, and function working with other experts such as those from communications or Human Rights.

The Research Lead contributes to strategy developments and innovations in our approach and in the data products and tools we provide. You will work with colleagues to help secure funding for the continued impact of our research as the world changes.

You will lead methodology updates in line with the Accountability Framework initiative and in the context of world events relating to forest-risk commodities, and interpret methodologies for annual assessment cycles led by the team.

The impact and audience for this data will be a key focus for you. You will distil the resulting data into findings and insights for content creation and publications and will work with colleagues to ensure the data is well understood by media and assessed entities. By speaking and representing Global Canopy at events you will ensure our methodology and data is shared openly and delivers impact.

Finally – as we ask of all colleagues – 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 in all you do. 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

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- Lead the Corporate Performance (CP) research team, maintaining accountability for technical quality assurance of our data, process and findings across three of Global Canopy's flagship projects: Forest 500+ (including Floresta 250), Forest IQ and DEFT Pathway, as well as Deforestation Free-Finance Guidance
- Lead and manage the research team, supporting Research Associates and Researchers to own and succeed in their respective projects and with the workflows they manage.
- Build strong teamwork and technical excellence with a focus on impact
- Stay abreast of methodological updates, research methods and best practices across the assessment cycles, based on ongoing NGO alignment and external developments in line with our Theory of Change
- Lead cross-function collaborative team working and communication to ensure a focus on impact in research

strategy and delivery, with seamless end-to-end processes up to and including data and content releases.

- Strongly contribute to the management and strategy of the CP programme during a pivotal year by driving and developing new innovations.
- Contribute to new fundraising proposals that strategically progress research needs and ensure continued funding.
- Deliver commitments to donors and in the CP annual plan related to research and help maintain donor relationships by reporting on Research-led deliverables.
- Connect the CP programme with its target audiences and extend impact by engaging with NGOs, working with the Communications team to create public-facing content, and representing Global Canopy externally, particularly on technical elements of the methodology, best practice and findings.

# About you

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

- Strong background in research and research methods related to forest-risk commodities
- Ability to set realistic goals in planning research and data development, and managing a team to meet agreed timings for public releases
- Ability to lead, manage, and develop a research team
- Ability to identify strategic opportunities and innovations

## **Essential behavioural competencies:**

- Attention to detail and accuracy through data, communications outputs, and engagement
- Ability to problem-solve and identify opportunities for improvement of existing systems

- Ability to think creatively and identify innovative ways to use existing and new data and metrics to reach audiences and deliver impact

## **Skills and experience:**

- Leading a small team
- Strong data literacy and analysis skills, including qualitative data collection and analysis
- Demonstrable experience of applying research methods and practices, including both quantitative and qualitative data and statistical analysis, and programming and/or use of tools related to research techniques
- Ability to communicate complex ideas and methodologies to non-expert audiences

# About you (continued)

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## Desirable:

- Specialist technical knowledge on one or more of the following: deforestation, agricultural commodities, ESG, supply chains, sustainability or financial services
- Knowledge/experience working on the human rights and social dimensions of commodity-driven deforestation and environmental degradation
- Experience contributing to programmatic strategy to create impact and develop funding opportunities
- Experience of working across functions
- Experience of how data is delivered to target audiences





# Our values

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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.



# Salary & benefits

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## Salary

£60k full time equivalent

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

## Nature of contract

Full-time, fixed-term (24 months), with possibility to extend dependent on funding. 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. Ability to attend the office fortnightly at minimum would be desirable.

## 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

Which provides free, confidential advice on personal and legal matters.

## Other

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

# How to apply

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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 1 side of A4).

The closing date for applications is **8 December 2025 at 9am GMT**. Early application encouraged as we will be conducting rolling interviews. We may close applications early if suitable candidates are identified.

First-round interviews calls will be conducted remotely via a video call. Following rounds consist of a take-home technical test and a final interview (in person at our Oxford office where possible; we will reimburse reasonable travel expenses to attend interviews).

If you have any questions about the position, then please contact: [hr@globalcanopy.org](mailto: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](mailto:hr@globalcanopy.org)

Find out more at [globalcanopy.org](http://globalcanopy.org)