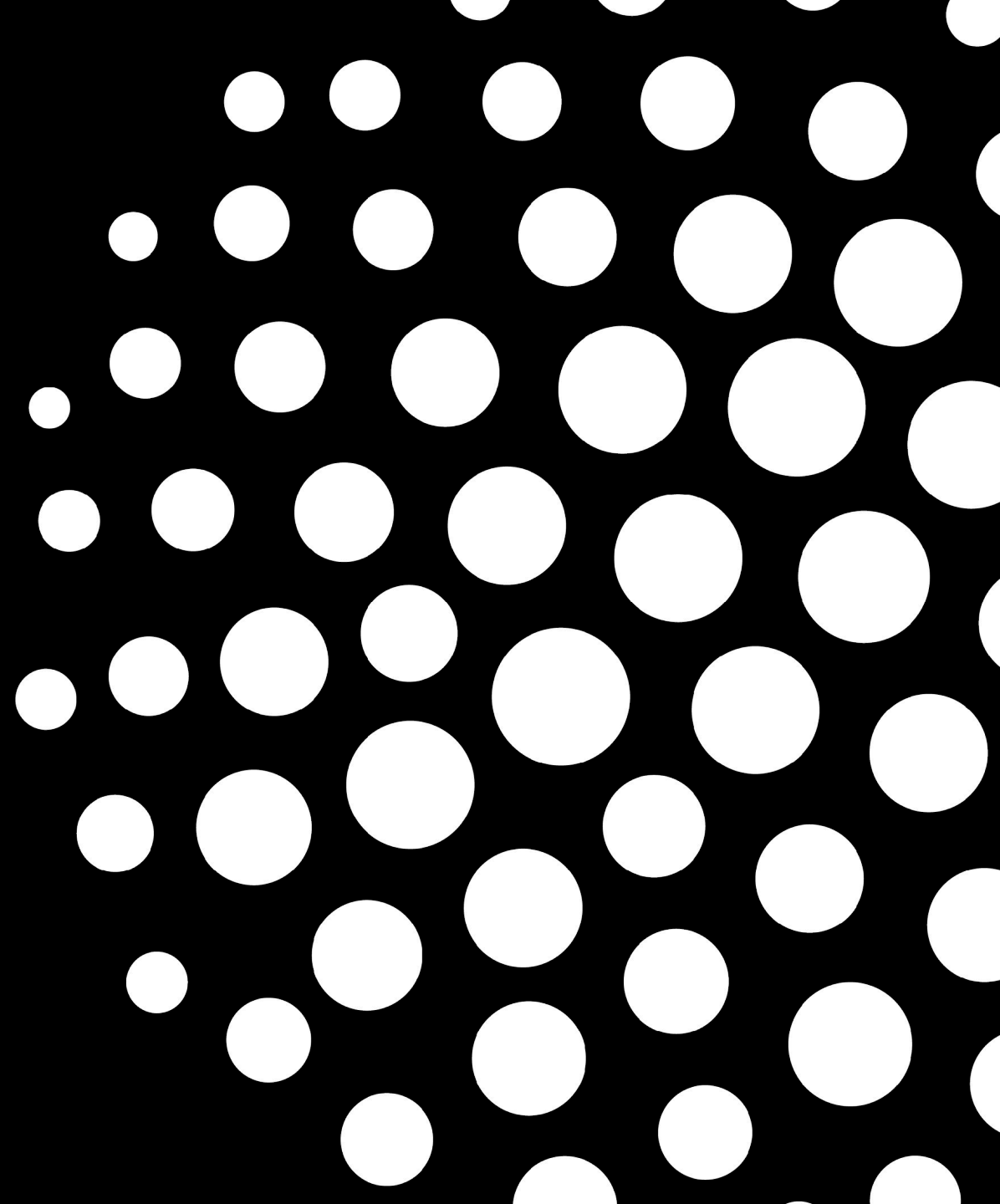


People and Culture Lead

February 2026



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, 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

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.



\$6.1tn

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

The role: overview

As People and Culture Lead, reporting to the Director of Execution & Planning, you will be responsible for the development of the People function at Global Canopy. Providing advice and support to the Leadership Team and colleagues across the organisation, you will lead on people and culture initiatives that enable our team to maximise their potential, resulting in greater impact as an organisation.

You will bring excellent relationship-building and influencing skills as well as strong technical expertise to ensure that we can recruit, retain, develop, support and engage the people we rely on to deliver our vital work for forests, nature and human rights. You will manage all aspects of team members' journey with the organisation, including recruitment, performance and development, employee relations and pay and benefits.

We are looking for someone who leads with empathy and wisdom, putting individuals at the heart of their work.

You will be positive, creative and flexible – always looking for

solutions that work for everyone involved and managing trade-offs effectively as they arise. You will be efficient, straightforward, and kind, modelling the behaviours and values we aspire to as a team.

This is a great role for an experienced People professional who believes in the power of a people-centred organisation, has had previous success in delivering people and culture change projects and working in a business-partnering role. You will be an experienced people manager and also be comfortable managing upwards, acting as a trusted advisor to senior leaders, and confident being the face of People and Culture at an organisational level. You will thrive in a dynamic non-profit environment, delivering on complex and impactful projects around the world.

Finally – as we ask of all colleagues – you will contribute to a culture of kindness, collaboration, rigour and accountability in equal measure. 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

Employee lifecycle management

- Be responsible for the creation, maintenance, evolution and operation of all HR policies, processes and systems
- Work closely with the leadership team and internal boards on areas such as recruitment, performance, learning and development, absence, salaries/benefits, job grading and employee engagement
- Ensure the ongoing development of our P&C offering is aligned with our culture

Support & advice to leaders and managers

- Build strong working relationships with the leadership team in order to support them directly
- Provide coaching, guidance and support to managers ensuring that our people are supported to thrive and develop
- Advise on people issues and managing cases, to ensure that processes are followed in line with Global Canopy's policy, best practice and employment legislation

Support delivery of Global Canopy's People plan

- Alongside the Director of Execution & Planning, drive the implementation of people initiatives and be responsible for the successful embedding of changes
- Lead on connection and collaboration initiatives to build a cohesive, highly motivated team in line with Global Canopy's culture and in the context of hybrid working
- Provide reports and maintain KPIs related to our people and present these to senior leaders and trustees

Management

- Line management of People and Recruitment Advisor, supporting them in their management of recruitment for Global Canopy, and providing coaching and mentoring to support their ongoing development
- Manage the relationship with our EOR
- Alongside the Director of Execution & Planning and Operations Coordinator, provide leadership on data protection across the organisation

About you

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

- People-first and positive approach to HR management
- Broad experience of managing human resources work across organisations, with a good understanding of HR procedures and legislation in the UK
- Alignment with our values and our mission, a commitment to collaboration and a passion for developing an organisational culture in which people thrive

Essential behavioural competencies:

- Leading with warmth
- Credibility as both structured and effective as well as emotionally intelligent
- Able to handle difficult situations sensitively and confidentially
- Initiative and ability to manage and prioritise own workload, working to deadlines
- Creativity

Skills and experience:

- Significant experience in all aspects of employee lifecycle management
- CIPD level 5 or equivalent experience
- Strong understanding of UK employment law and best practice
- Experience and expertise to support in the areas of diversity and inclusion, learning and development and employee wellbeing and engagement in a hybrid context
- Experience of working in an advisory capacity with leadership teams and regularly reporting to senior leaders and trustees
- Ability to take a leadership role in change projects
- Experience of working across different departments/functions in a matrixed and international organisation
- Experience of working internationally with employees based outside the UK - and covered by non-UK law
- Experience or understanding of the context for a charity / not for profit organisation

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.



Salary & benefits

Salary

£55,000- £60,000 full time equivalent

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

Nature of contract

Full time or 0.8 FTE. Permanent. This is a hybrid role working from home and our office in Oxford. There is a requirement to attend the office once a week and for other meetings/work as required.

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.

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

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).

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

The closing date for applications is **23 February at 9am GMT**. Early application encouraged. We may close applications early if suitable candidates are identified.

First round interviews are planned for w/c 23 February via video call, and final interviews are planned for w/c 2 March in-person at our Oxford office

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. Right-to-work in the UK is required.

If you have any questions about the position, then 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