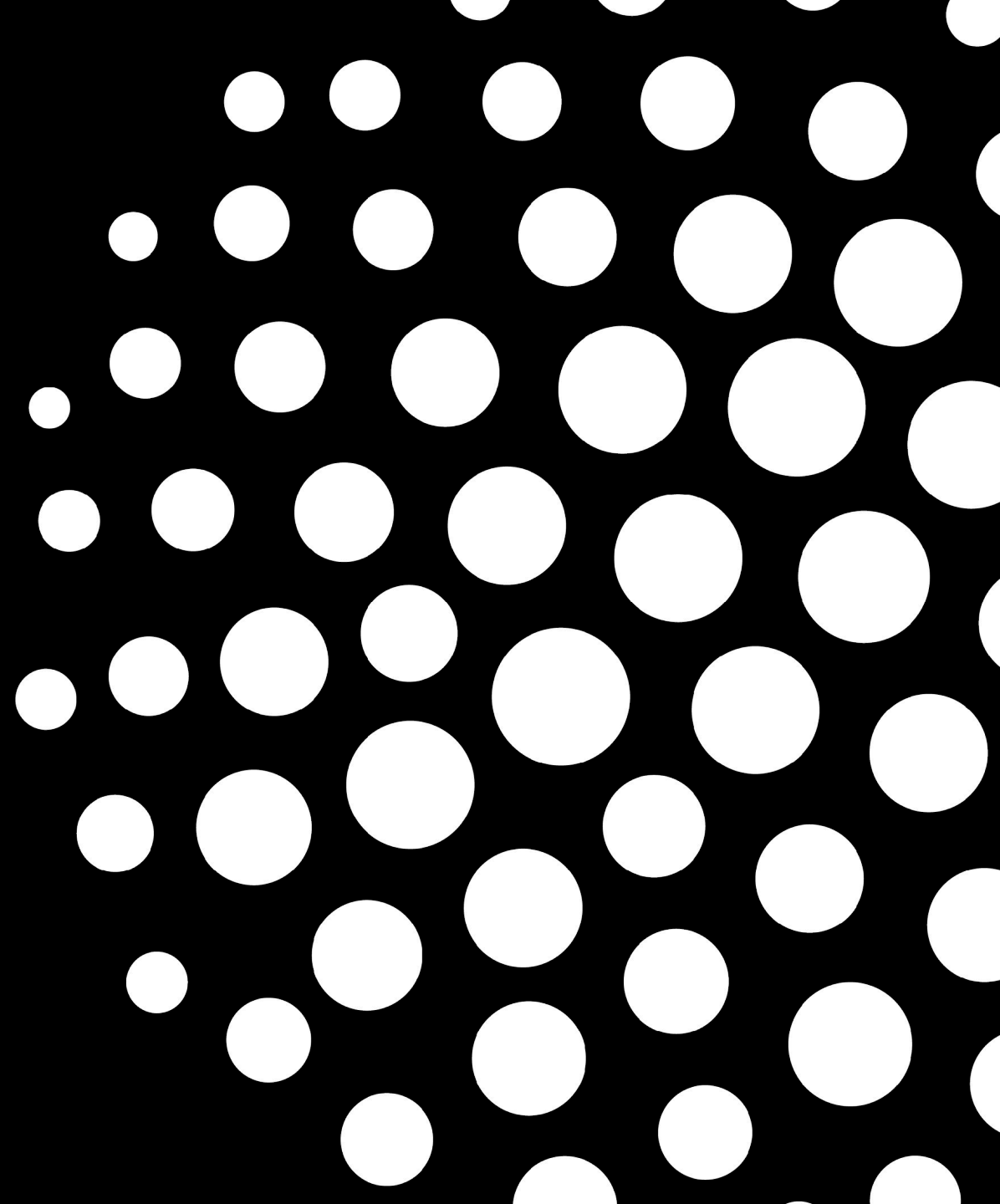


# People and Culture Lead

March - April 2026



# 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.



**\$6.1tn**

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

# The role: overview

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As People and Culture Lead, reporting to the Director of Execution & Planning, you will be responsible for the delivery and 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 comfortable managing upwards, acting as a trusted advisor, 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

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## 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 senior team leaders in order to support them directly
- Provide coaching, guidance and support to people 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 and present reports and maintain KPIs related to our people.

## 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 providers
- Alongside the Director of Execution & Planning and Operations Coordinator, provide leadership on data protection across the organisation

# About you

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**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 and a commitment to collaboration and a passion for developing an organisational culture in which people thrive

## **Essential behavioural competencies:**

- Leading with warmth
- Demonstrates credibility and emotional intelligence
- Structured and effective in communications
- Able to handle difficult situations sensitively and confidentially
- Initiative and ability to manage and prioritise own workload, working to deadlines
- Creativity

## **Skills and experience:**

### **Required**

- CIPD level 5 or equivalent experience
- Experience managing all aspects of employee lifecycle
- 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 and regularly reporting to senior leaders
- Experience of working across different departments/functions in a matrixed and int'l organisation
- Line management experience

### **Desirable**

- Ability to take a leadership role in change projects
- 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

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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**

£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

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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).

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

The closing date for applications is **27 April 2026 at 9 am GMT**. We will be conducting rolling interviews after the Easter bank holidays. Early application is encouraged, as we may close the position early if suitable candidates are identified.

First-round interviews will be held online. We plan to conduct second-round interviews in Oxford when possible (we will reimburse reasonable travel expenses for candidates). A written task and key colleague meeting will also form part of the selection process.

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](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)