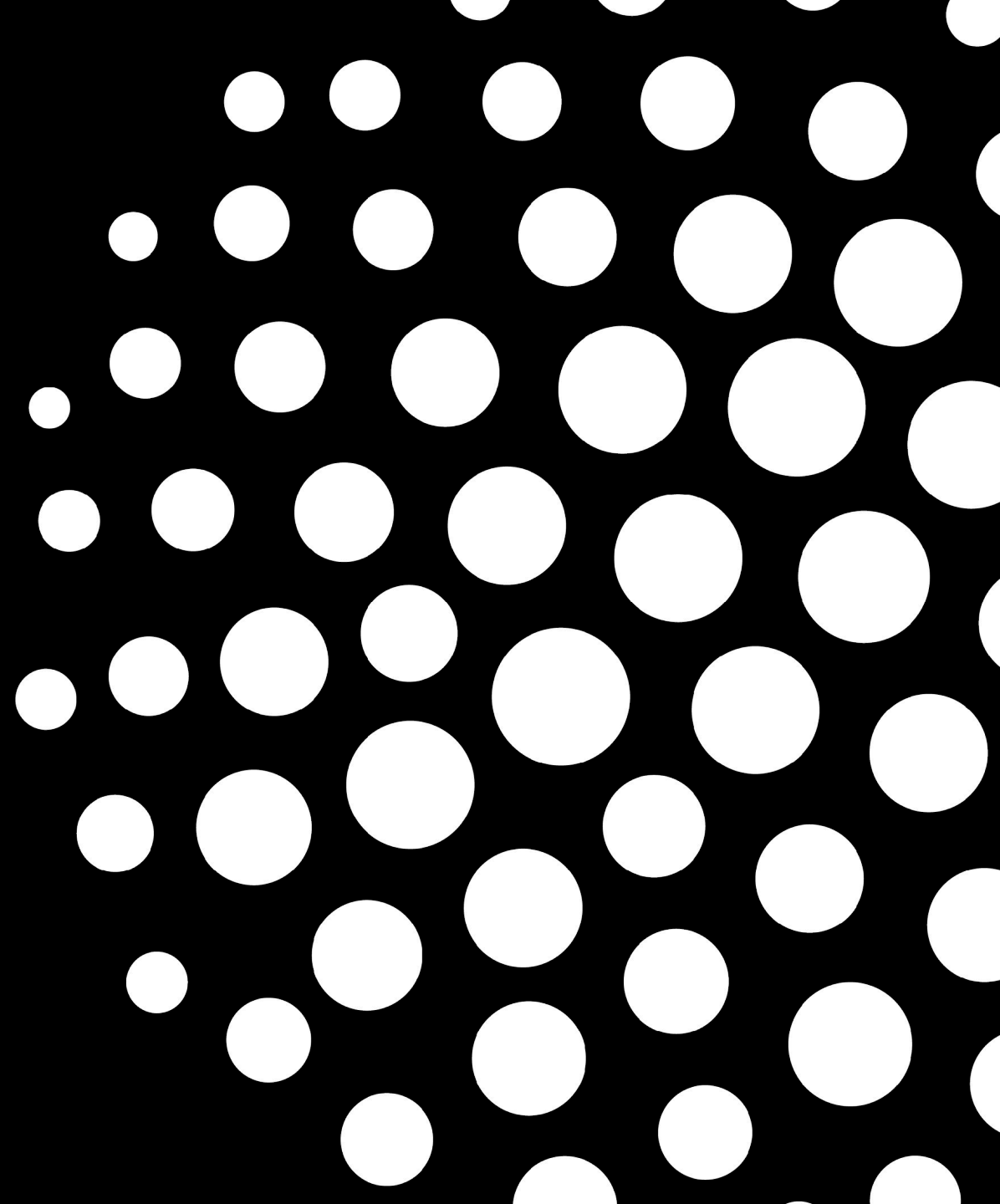


# Director Corporate Performance

April - May 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 \$8.9 *trillion* in private finance 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.

# Corporate performance

---

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.

With 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."**



\$8.9tn

of finance flowed to  
companies in forest  
risk supply chains  
as of 2024

# The role: overview

---

This is an exciting opportunity for an experienced and deeply knowledgeable Programme Director. It is an opportunity to become part of an accomplished and proactive team at the heart of the fight against market-driven deforestation and nature loss.

You will be a strong technical leader who excels at programmatic management and delivery. With a drive and passion for effective delivery, technical quality and rigour, and ensuring teams are well organised and properly resourced to meet their individual and collective objectives on time and on budget. You will lead the management and mentoring of the team and its development to ensure it is equipped and motivated to deliver on and scale-up its day to day work, while also continuing to innovate.

You will participate in strategy development and external representation, helping to ensure we stay at the leading edge of global efforts to transition to deforestation-free supply chains and portfolios. You will ensure that our external partnerships are well managed, and that we are continuing to secure the resources and relationships needed to effectively deliver on our strategy in this fast-moving space.

The programme is structured as three workstreams, which work across our projects and products. The workstreams Leads are responsible for delivery, so a key part of your role will be in supporting and enabling them and their teams to effectively deliver on their goals:

- Research, Methodologies and Innovation
- Data and Product
- Uptake (Communications and Engagement)

The workstreams all work across Forest 500, Forest 500 - Finance, Floresta 250 - Cattle, Deforestation-free Finance Sector Guidance, Forest IQ, and DEFT Pathway.

You will also hold overall budget and fundraising responsibilities for the team and be supported by a dedicated Finance Business Partner and our Development Team.

You will ensure that we are making the most of the technical expertise, data and other synergies across Global Canopy as a whole, leveraging the time and skills of regional and cross-cutting programmes, such as the Brazil-based team and Human Rights and Learning & Development functions.

# The role: responsibilities

---

## Programme leadership

- Lead the effective implementation of the Corporate Performance strategy and workplan through the oversight and management of delivery of the Corporate Performance portfolio of projects. Ensure effective and impactful delivery, building and maintaining strong relationships with partners and strong programme management and leadership.
- Oversee all major programme management tasks and deliverables including ensuring delivery against budgets, risks and opportunity management and escalation, donor reporting and deliverables. Day-to-day management of workstreams will be with the respective workstream Leads.
- Guide and direct the Corporate Performance team, ensuring technical excellence and high-quality outputs. Support their growth and development as individuals and in sharing learning opportunities across the team. This includes line management of Corporate Performance Leads and matrix working across Global Canopy teams.

## Team and people management

- Develop multi-year plans and design processes to ensure staff ownership and clarity of roles and responsibilities.

- Empower, support and line manage staff including technical coaching, career development and progression planning as well as identification of key team capabilities to be developed.

## Strategy, fundraising and external representation

- Stay abreast of external developments affecting our strategy. This includes engaging with NGO peers and our target audiences of companies, financial institutions and policymakers.
- Manage partnerships and identify new strategic partnerships to further drive forward the Corporate Performance work of Global Canopy and partners.
- Work with other senior colleagues in Corporate Performance and Global Canopy to develop the strategy and future opportunities via consultative processes.
- Working collaboratively with the Development team to cultivate and sustain strong relationships with both new and existing donors, while developing tailored fundraising proposals as needed to sustain and grow the programme..
- Engage in public speaking at conferences, on webinars and more to engage stakeholders and inspire action on deforestation by companies, financial institutions and other key players.

# About you

---

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

- Strong programmatic and people management skills, with a proven track record in successfully delivering on complex, cross-sector projects.
- Deep technical knowledge and leadership on deforestation, climate and nature frameworks and policies, and the latest developments in this fast-evolving space.

**Essential behavioural competencies:**

- Strong leadership presence, modelling and championing leadership behaviours and organisational values.
- Positive outlook. High emotional intelligence and a coaching and mentoring-based approach to line management.

**Skills and experience:**

- Significant experience of project/programme management, working with and leading a large team.
- Experience of all stages of project development and delivery e.g. project design, fundraising, as well as project implementation and delivering results.
- Ability to oversee partnership projects with a variety of stakeholders and competing interests and priorities.
- Ability to identify potential fundraising opportunities and design concepts in collaboration with Global Canopy's Development team.
- Excellent communication and interpersonal skills.
- Specific expertise in at least one combination of Global Canopy's focal areas of forests and land use, and supply chain and financial transparency.



# 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

£70,000 full time equivalent

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

## Nature of contract

Full- or part-time (0.8 FTE) fixed term (24 months). 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. We will support UK visa sponsorship for this position

## 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

---

To apply for the position, please use this [link](#) and submit an up-to-date CV and answers to the following questions (max 300 words each).

1. Why are you interested in this role? Which of your previous roles are most relevant to the Corporate Performance Director position, and what skills, strengths and experiences would you bring to Global Canopy?
2. Please give an example of when you have led a team that worked across multiple projects and/or workstreams. What were the biggest challenges you faced and how did you deal with these?
3. Please give an example of a time when you were accountable for evolving a programme strategy and fundraised for a new or existing area of work. What were the key lessons you will bring to this role?

Applicants are required to disclose if and how they have used AI in their application.

The closing date for applications is **Monday, 18 May at 9am BST**.

The recruitment process for this position is intended to be as follows:

1. First-round interview of 30 mins (**tentatively 26 & 28 May**)
2. Final interview of 1 hour (**tentatively w/c 8 June**) with a written assessment to complete in your own time

This recruitment process will take place online via video. The entire process is likely to take 4 weeks to complete from the closing date of this advert. Due to the volume of interest, we are unable to provide all applicants with individual feedback.

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)