MISSION

International Alert is one of the world’s largest peacebuilding organisations working in over 25 countries and territories around the world to address conflict.

Our mission is to build a more peaceful world by: working with people directly affected by violent conflict to find peaceful solutions; shaping policies and practices to support peace; and collaborating with all those striving for peace. Together, we believe peace is within our power.

Alert focuses on solving the root causes of conflict, bringing together people from across divides. From the grassroots to policy level, we come together to build everyday peace. Peace is just as much about communities living together, side by side, and resolving their differences without resorting to violence as it is about people signing a treaty or laying down their arms. That is why we believe that we all have a role to play in building a more peaceful future.

International Alert’s global headquarters are based in London, while its European headquarters are in The Hague. Our main areas of operation are Africa, Asia and the Middle East, but we are also supporting peace activities in the South Caucasus, Colombia and Ukraine. The majority of our 250+ staff work in country offices, partnering with local civil society organisations to support people and institutions to better anticipate and manage conflict without violence.

Now over 30 years old, International Alert is a well-established global advocate and on-the-ground presence in the peacebuilding sector. Our operating environment has become more challenging with significant changes related to:

- both the methods and obstacles to achieving peace;
- the policy debates within governments around the world about conflict and peace; and
- the priorities and focus of traditional financial supporters of peacebuilding.

In the face of these changes, International Alert is seeking a leader that can maintain the impact, quality, and credibility of all of our current programming while also working with the Board and senior staff to transform Alert to be able to continue making a substantial contribution to peace for the future.

ROLE PROFILE

The Executive Director, based in London, is Alert’s chief executive and reports directly to the Chairman and Board of Directors. S/he will lead our activities in the UK and in over 25 other countries and territories including oversight of operations, raising funds, campaigning and lobbying those in power for change, and continuing to build a strong and differentiated profile for International Alert. S/he will
travel frequently, fulfilling a key role as an ambassador for International Alert locally, as well as developing and sustaining relationships with stakeholders and partners abroad within national capitals and international organisations.

During 2018, the staff of Alert and the Board have developed a new 2019-2023 strategy – Breaking the Cycles of Violence, Building the Cycles of Peace – and a new business model, both of which contain exciting new areas of work to be developed by the new Executive Director.

The Executive Director will directly manage a creative and empowered Senior Management Team and provide leadership to over 250 staff while maintaining organisational coherence. S/he will also be responsible for the sustainable generation and growth of an annual income and expenditure, which is currently circa £19 million.

This role requires an individual with exceptional qualities, skills, knowledge and experience who will lead Alert in helping people find peaceful solutions to conflict.

In providing leadership of International Alert into the next phase of its evolution, the Executive Director’s responsibilities, each of equal weight, are to:

- Maintain Alert’s central role in thinking about peacebuilding;
- Ensure that Alert responds to unforeseen and new challenges and opportunities, determining and leading change;
- Represent International Alert and act as a spokesperson at the highest levels to secure access and exert influence in furthering Alert’s goals;
- Lead the development and implementation of our new 2019-2023 strategy – Breaking the Cycles of Violence, Building the Cycles of Peace – through robust and deliverable plans;
- Raise the profile of International Alert to generate income and drive advocacy;
- Form and develop robust partnerships and coalitions globally to strengthen Alert’s peacebuilding work, in particular further developing the global peacebuilding coalition;
- Create a strong, positive, integrated team culture, where all staff thrive and excel; and provide clear direction and support to staff in planning and implementing their work;
- Provide leadership of all risk management, financial and programmatic goals, and hold senior management accountable for delivery as appropriate;
- Directly manage the senior management team (which currently include the COO, CFO and Director of Programmes), as well as Communications and Advocacy at Alert;
- Deliver good governance and accountability, reporting on Alert’s corporate performance to the Board and working with the Chair to ensure close communication with Trustees.

**PERSON SPECIFICATION**

The role requires an exceptional, ambitious professional who can demonstrate the following:

- A track record of building, implementing and delivering a strategic vision in an international organisation;
- A proven capacity to manage staff directly, build and lead a dispersed team towards delivery of goals, establish frameworks for holding people to account and foster a high-performing culture;
- Experience of working in a multicultural environment;
- Ability to relate activity at grassroots level to the global context;
- Commitment to and sound understanding of peacebuilding and the global, regional and local context of conflict resolution;
- Strategic, analytical and conceptual thinking skills needed to drive and deliver change and growth results;
• Financial and commercial astuteness and diligence in seeking and identifying additional opportunities for income generation, and readiness to ensure balanced budgets;
• Strong interpersonal and communication skills with proven capacity to develop good relationships within media and advocacy contacts, policy-makers and influential stakeholders in governments and organisations;
• Experience of providing senior level support to fundraising and developing relationships with donors, both institutional and individual;
• Proven ability to promote Alert with confidence and authority to internal and external audiences and be persuasive in influencing policy and practice at different levels;
• A track record of providing inspirational leadership, vision and development to a creative and empowered team;
• A clear, innovative and reasoned thinker, with the imagination to see around issues, identify opportunities, think strategically and exercise good judgement;
• A combination of integrity and pragmatism with a passionate commitment to International Alert, its mission, vision and values;
• A willingness to undertake significant travel worldwide.