Programmes Director Appointment

In an increasingly interdependent world a small, dedicated group of individuals use their collective experience and influence to help tackle some of the most pressing problems facing the world today.

This is the driving purpose of The Elders.

The need for collective action to address global and systemic challenges is greater now than ever before. Founded in 2007, the focus of The Elders is on leveraging the wisdom and resources of the Elders themselves, the Secretariat, and the Advisory Council, to bring positive change to their 6 programmatic areas, each in themselves huge global challenges: Ethical Leadership and Multilateral Cooperation, Conflict, Refugees and Migration, Climate Change, Universal Health Coverage, and Access to Justice.

A critical role to advance this champion of peace, justice, and human rights, is the service of a wise and professionally excellent Programmes Director. This position calls for a strategic thinker and effective collaborator. To do this role well, the Programmes Director must be entirely trustworthy, mentally agile, emotionally intelligent, and highly organised. The role requires world-class thinking, but also well designed, timely, and efficiently executed programmes.

Working closely with the small community of Elders, the Programmes Director is expected to provide advice, briefings, and programme plans at an exceptionally high level of quality. Equally, this role calls for an active and intelligent listener who is able to stay flexible in their thinking. Programme plans will benefit from the input of the Elders themselves. New programme concepts may also be initiated by the Elders. At times, The Elders’ programmes will demand rapid responsiveness to catalyse a moment of change or deliver an urgent message.

This role will report to the CEO and be a vital member of the senior management team. A small team of programme/policy advisors report into this role. Each programme involves working closely with the communications team, the finance team, and the operations team. A small network of expert external consultants will be managed to great effect as well. This more hands-on and cross-functional way of working suits some but not all.

This role demands a combination of maturity and humility. The mission of The Elders is serious and urgent, and the working culture of The Elders’ Secretariat is utterly focused on serving, with diligent excellence, the influence the Elders offer globally.

We invite you to consider investing your experience and expertise in the mission of The Elders, working together to see a world where people live in peace, conscious of their common humanity and their shared responsibilities for each other, for the planet and for future generations.

“This group derives its strength not from political, economic or military power, but from the independence and integrity of those who are here. They can speak freely and boldly, working both publicly and behind the scenes. They will support courage where there is fear, foster agreement where there is conflict and inspire hope where there is despair.

Nelson Mandela, Founder of The Elders
The Context of this Appointment

This is an exciting time to join The Elders. The motivated commitment and the sense of urgency amongst the Elders, the Advisory Council and the Secretariat is extremely high.

The Elders

The Elders are chaired by Mary Robinson, former President of Ireland and former United Nations High Commissioner for Human Rights. Mary Robinson is The Elders’ third Chair since the group was founded by Nelson Mandela in 2007, following Archbishop Desmond Tutu (2007-13) and the late Kofi Annan (2013-2018). Ban Ki-moon, former UN Secretary-General, and Graça Machel, former Education Minister of Mozambique and co-founder of The Elders, serve as Deputy Chairs.

The other members of The Elders are Lakhdar Brahimi, former Foreign Minister of Algeria and United Nations envoy; Gro Harlem Brundtland, former Prime Minister of Norway and former Director-General of the World Health Organization; Hina Jilani, international human rights defender from Pakistan; Ricardo Lagos, former President of Chile; Ellen Johnson Sirleaf, former President of Liberia and Nobel Peace Prize Laureate; Juan Manuel Santos, former President of Colombia and Nobel Peace Prize Laureate; Zeid Raad Al Hussein, former UN High Commissioner for Human Rights; and Ernesto Zedillo, former President of Mexico.
Our Themes of Work

The Elders’ programmes are encompassed by three overarching themes:

**Governance and Leadership**
A shortage of principled and ethical leadership prevails at a time when global challenges require global solutions. These can only be achieved with solidarity and collaboration, and by seeing the common interest as the national interest.

**Conflict, its Causes and Consequences**
Peace, security and human rights are essential to the realisation of the Sustainable Development Goals. Securing peace requires courage, trust, dialogue and a willingness to work together.

**Inequality, Exclusion and Injustice**
When individuals are left behind, excluded or unfairly treated, they can become disenfranchised, disillusioned and are at risk of falling prey to the corrosive politics of populism and nativism. Conversely, when equality, inclusivity and fairness drive agendas, a more stable world can be built.

Our Programmes
We focus on six programme areas:
- Ethical Leadership & Multilateral Cooperation
- Climate Change
- Refugees and Migration
- Universal Health Coverage
- Access to Justice
- Conflict Countries & Regions

You can read more about each programme area [here](#).
The Secretariat

The Elders’ Secretariat is currently led by CEO David Nussbaum. David joined in 2016 and conducted a review of the first ten years of The Elders prior to developing a new strategy which runs to the end of next year. David has announced that he will step down later this year, to pursue other non-executive and family interests, and the search for David’s successor is currently underway. David expects to handover to his successor later this year, and we anticipate that his successor will be known in time for them to participate in the final stages of the recruitment process for the new Programmes Director.

The remainder of the leadership team includes Operations Director Mark Hilton, Development Director Vanessa Smye, Communications Director Luke Upchurch, and the Programmes Director. The Secretariat is a small London-based team of highly skilled and service-oriented team players.

The Elders’ Secretariat offices are near Green Park tube station in London, England.

As you can observe in The Elders’ Annual Review the organisation is well-run and financially healthy but with big vision and aspirations for the future!
Programmes Director Role Description

Overview
- Responsible for leading and managing the development and implementation of programmes across all strategic areas of The Elders’ work.
- Works collaboratively with the other members of the Senior Management Team to lead and manage the Secretariat.

Principal Responsibilities
- Define, implement, monitor, and report on The Elders’ strategic programmatic goals and the decisions taken by the Elders.
- Lead, manage and support the development of the programmes staff.
- Oversee relationships with external consultants to support programmatic delivery.
- Provide oversight of the programme budget, spending and financial forecasts.
- Collaborate closely with the Communications Director to agree programmatic communications to support programmatic delivery.
- Follow-up requests from Elders, and identify opportunities to propose actions, to respond to international developments related to The Elders’ programmes.
- Engage with Advisory Council members, and support fundraising work led by the Development Director, including through the provision of appropriate material for funding proposals and reports to donors.
- In conjunction with the Development Director, manage the monitoring, evaluation, and reporting of the impact of The Elders’ programmes, and maximise learning from this.
- Oversee the preparation and delivery of programmatic Board papers for Elders Board meetings, and report to the Board on The Elders’ programmes. Provide relevant briefings for Elders visits and meetings.
- Develop the organisation’s relationships with governments, parliamentarians, civil society, opinion-leaders, academic institutions and think tanks.
- Contribute to the development of The Elders’ overall strategy, especially the programmatic strategy, for agreement by the Elders.
- Undertake other duties as required by the organisation.
**Requirements**

- Significant senior level experience and skills in international programme and project management, dealing with sensitive geo-political advocacy and engagement with leaders.

- Outstanding people leadership, management, and development skills, combining delegation with holding staff accountable for high quality and timely delivery.

- Strong policy and analytical acumen; keen political antennae, and the ability to demonstrate diplomatic finesse and agility across different cultural environments and world views.

- Able to provide clear direction to staff and advisers working on programmes across a portfolio of different issues, combining high-level insights with a keen eye for accuracy and attention to process management.

- Confident in managing conflicting priorities and deadlines, and the experience and capabilities to handle high ambiguity and pressure successfully.

- Experience in effective influencing, negotiating, and building effective alliances.

- The ability to analyse, understand, interpret and communicate complex and sensitive information from a variety of sources to high-level and public audiences.

- Good communication and listening skills with people at all levels, across a wide range of different kinds of organisations.

- Permitted to work in the UK. Able to travel internationally, sometimes at short notice.

- Excellent written and spoken English, including writing, and editing documents for high-level audiences. Fluency in other languages is desirable.

- A strong commitment to ethical leadership and upholding, promoting, and practising The Elders’ vision, mission, and values.
How to Apply

The Elders is working with Macaulay Search to make this critical leadership appointment.

The successful candidate will be expected to be a regular presence at the London office; flexible work arrangements can be considered. An appropriate remuneration package will be offered, reflective of the experience of the candidate.

Applications should be sent by email to ewen.mcalpine@macaulaysearch.com and must be received by Monday, July 19th, 2021, at 12pm BST. Please do also be in touch with Macaulay Search if you have specific questions about this opportunity.

Your application should comprise:

- A mandatory covering note of not more than two sides outlining how your experience matches the requirements for the role, and including your motivation, mentioning why the work of The Elders in particular excites you.

- A full CV, including educational and professional qualifications, a full employment history showing the more significant positions, responsibilities held and relevant achievements.

The Shortlist Meeting will take place in mid-July. Selected candidates will be invited to first interview in late July.

Final Interviews will take place in August, hopefully with the newly appointed CEO joining these interviews. These discussions will involve a deeper two-way discernment process, offering you more space for questions and meeting additional members of the team.

The successful candidate will be expected to take up the post as soon as is reasonably possible.

Many thanks in advance for your consideration of this critically important Programmes Director opportunity and for taking an interest in the work and future of The Elders.