



November 2022

Dear Fashion Revolutionary,

As you know, Fashion Revolution is a small but impactful organisation with global reach and influence to citizens, industry and policy makers. The challenges facing the fashion industry are multiple and complex and we are seeing an increasingly difficult environment in which to drive change. As a consequence, we are looking for an outstanding strategist and visionary thinker to help us navigate the challenges ahead, whilst also being hands-on where needed to ensure we deliver on our key programmes.

We are proud of what we have achieved, both as a UK based Community Interest Company and Registered Charity, and as a global network in over 80 countries and we are now at a pivotal moment as we approach the 10th anniversary of our founding.

As we approach our tenth year in 2024, we are taking a deep look at the movement globally and how we best serve our mission. In order to support this critical work, we are seeking an Interim CEO that will be the operational lead for the UK based CIC.

If you feel you have the skills outlined in the pack below we strongly encourage you to apply. Enclosed with this recruitment pack you will find the role description and person specification for the post.

Yours faithfully,

Christine Gent
Global Community Director



JOB TITLE	Interim Chief Executive
REPORTING TO	Board of Directors
CONTRACT LENGTH	12 months
DAYS PER WEEK	up to 4 (8hr days)
LOCATION	Global but must have UK governance knowledge. UK based candidates must be able to take occasional meetings in London.
REMUNERATION	Up to £80,000 per annum

Job Profile

Fashion Revolution is a small but impactful organisation with global reach and influence to citizens, industry and policy makers. We are proud of what we have achieved, both as a UK based Community Interest Company and Registered Charity, and as a global network in over 80 countries and we are now at a pivotal moment as we approach the 10th anniversary of our founding.

The challenges facing the fashion industry are multiple and complex and we are seeing an increasingly difficult environment in which to drive change. As a consequence, we are looking for an outstanding strategist and visionary thinker to help us navigate the challenges ahead, whilst also being hands-on where needed to ensure we deliver on our key programmes.

Job Description

A competent and experienced organisational leader, you will have a track record of successful strategic and operational leadership within a commercial organisation, the public sector, charity or not-for-profit sectors - ideally with a mixture of commercial and other experience. You will have overall responsibility for managing the operations and resources of Fashion Revolution CIC, creating positive outcomes through refining and executing our organisational strategy and mission and that of the wider Fashion Revolution Global Network

You are a team builder and team leader, working to identify the strengths of your team and leverage them towards our goals. You bring a globally recognised expertise to the issues of human rights and environmental justice. You will stand by the Fashion Revolution Manifesto and believe in the power of fashion to contribute to positive change, as well as demonstrating a good working knowledge of the social and environmental issues surrounding the fashion industry.

We welcome an entrepreneurial approach and are always open to innovative new ideas underpinned by sound commercial acumen. You will have a strong track record of identifying and securing new income streams to enable strategic growth and maintain financial stability. You will be excellent at building strong internal and external relationships, inspiring our team in our mission and identifying and building external relationships to raise our organisational profile.

Main duties and responsibilities

- Refine and implement Fashion Revolution's strategic plan and day-to-day delivery of our business plan and transition roadmap, supported by financial goals, deepening organisational strength and impact, working closely with the senior management team, transition committee and board.
- Oversee the team that is implementing projects, working with them to effectively deliver upon targets and reporting of results, including maintaining credibility across the Fashion Revolution movement and learning to improve programmatic impact.
- Act as an ambassador and thought leader internally and externally to build the credibility and leadership of Fashion Revolution as a catalyst for driving positive changes in the fashion industry with a range of stakeholders.
- Manage organisational budgets and ensure the financial sustainability of the organisation through planning, risk management and identifying income generation and fundraising opportunities with the support of relevant team members
- Inspire, lead and enable a positive, proactive, committed culture within our team for staff, contractors and volunteers and our wider global network.
- Line management responsibilities for senior team members.
- Once hired, serve as a resource and onboarding consultant to ensure the smooth transition of the next CEO.

Key requirements and qualifications

Essential

- A strategic thinker with the gravitas to influence individuals from all levels across the Fashion Revolution movement to drive results.
- Excellent knowledge of UK governance requirements for a CIC and ideally, a charitable Foundation.
- Prior success in similar interim leadership roles
- Experience with organisational development and design
- Experience with developing and implementing a theory of change
- Proven track record of successful strategic and operational leadership in a senior position within a commercial organisation, public sector, charity or not-for-profit - ideally with a mixture of commercial and NGO experience.
- High level business planning skills and experience
- Innovative approach to fundraising and income generation with a proven track record of securing funding.
- Demonstrable experience of successfully managing a senior level team
- A passion for delivering benefits to fashion supply chain workers and to conserving and restoring the environment, coupled with good knowledge of the key issues facing the industry.
- Empathetic and motivational manager of people;
- Excellent written and verbal communication skills.
- Excellent digital skills, comfortable in working with and implementing new systems.

Desirable

- Experience of working in international development.
- Marketing knowledge and skills, including behavioural economics, psychology

How we will reward you

Up to £80,000 pro rata per annum plus pension contribution for an employee. Plus 28 days annual leave per annum.

Global candidates will be offered a contract with an equivalent day rate.

We provide a supportive, flexible and often autonomous working environment.

Who you will be reporting to and working with

You will be reporting directly to the Board of Directors and manage members of the senior management team. You will liaise with Fashion Revolution Foundation Trustees. You will interact with the CIC Members.

How to apply:

A full application comprises of:

- Your CV (please redact your name and other personal details from your CV and statement)
- Supporting statement / cover letter
- Completed Inclusion Form [here](#)

Please email your complete application to recruitment@fashionrevolution.org

Deadline for applications is 21 December 2022 at 12:00 GMT

There is a two stage interview process. **Interviews will take place on a rolling basis so please do send in your applications early as Fashion Revolution reserves the right to close the hiring upon finding a suitable candidate.**