

APPOINTMENT OF

CEO

OCTOBER 2024

REFERENCE: OBQDA



Saxton Bampfylde

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INTRODUCTION FROM OUR CO-LEADERS

CARLA DENYER & ADRIAN RAMSAY

Thank you for taking the first steps towards joining the Green Party as its new CEO. This is an exciting time in the Party's 50+ year history and we are looking for an exceptional person to guide our organisation through its next phase of history.

The elections this year have raised our profile nationally beyond anything we have known, and the greater power that comes from our quadrupled representation in Parliament means we can have greater impact at a national level. The breakthrough we made, alongside our fellow MPs Ellie Chowns and Siân Berry, hasn't been as much of a surprise to us as it might have been to others less closely involved in the Party. We've been consistently breaking records in the number of new councillors elected and now have over 800 Green councillors across England and Wales. We're in administration in more councils than ever before. Our members of the House of Lords and London Assembly have a prominent impact - and our membership

has grown to nearly 60,000 people.

We are delighted to have more profile and influence than ever before - but with that rightly comes more scrutiny and crucially, the urgent need to continue to increase Green influence at all levels of government has never been greater. As a party we have the ideas and vision to grow to the next level - but to achieve this we need to take the next step up in our organisational development. That means substantially growing our fundraising and ensuring that the party's systems and processes - on everything from IT and HR to governance - are ready for the next phase of growth. Leading this change will be the central focus of the new CEO's role.

The culture of the Green Party is unique compared to other UK political parties. We have a strong emphasis on internal democracy, and as leaders we are proud to represent and draw on the expertise and commitment of our membership.

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INTRODUCTION FROM OUR CO-LEADERS

CARLA DENYER & ADRIAN RAMSAY

We're part of an international family, within the Global Greens, European Greens and with our sister parties in the British Isles.

We are a crucial and strategic part of the wider environmental movement. It's a movement that has never had so many challenges. But we've also never had so much support. As understanding of the impact of climate and nature crises increases in the wider public, so does concern and support for the solutions we propose.

The Green Party understands the importance and prominence of its role in developing and advocating policy as well as framing the political landscape. We know that the impacts of climate change are disproportionately felt by those who are least able to deal with them, and had the smallest part in creating them. That is why social justice is the frame by which we see the solutions to these challenges, and why it is an intrinsic part of our philosophical basis.

With the election of a Labour government in Westminster the political landscape in which we are operating has changed in some ways, but not in others. Our role is an important one in holding the government to account, pushing them to be bolder and shining a light for hopeful politics. The Party needs to adapt to this role which has greater public interest and increased scrutiny, while retaining our core values and building for the next phase.

The Green Party needs an exceptional CEO who appreciates where we have come from, how we got here and has vision and courage to take us where we want to go. We look forward to receiving your applications and getting to know you as we start this exciting process.

Carla Denyer and Adrian Ramsay,
Co-Leaders



ABOUT THE GREEN PARTY



Since 2019 the Green Party of England and Wales has quadrupled its number of elected Councillors, now standing at over 800, increased membership by 50%, increased national income by one third, and in this year's General Election gone from one long standing and beloved MP to four entirely new MPs and increased the national vote share to over 7%.

This success has been built on communicating clarity of direction along with the reform of operations and the sensible use of the available resources, the vast majority of which come from our members.

Millions of people in our country are feeling insecure and deeply worried about the future.

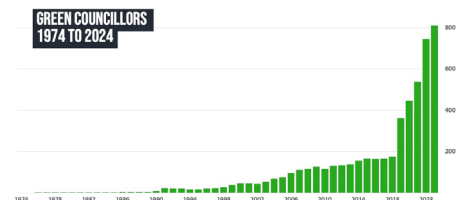
We live in one of the richest countries on the planet, yet nurses are using food banks, our children's schools are crumbling, a roof over our heads is all too often unaffordable, and hospital and

dentist appointments are like gold dust.

Meanwhile, the climate and nature emergency continues to accelerate. Scientists warn that we are currently on track for global temperatures to rise by at least 2.5°C, far beyond levels at which humanity can safely survive.

The Green Party has the radical but practical policies to bring real change and greater security.

The role of CEO provides both opportunity and challenge but without doubt the chance to make a real difference. The CEO will enable the party to achieve its ambitious goals, which in turn will positively impact our society and the environment.





**“THIS IS JUST
THE BEGINNING, REAL
HOPE AND REAL CHANGE
IS COMING AND YOU CAN
BE PART OF IT.”**

Background

The party is looking for a people-focused organisational leader with a track record of leading change in a growing organisation. Our new CEO will help to grow the party into its next stage of electoral impact, building on the extraordinary changes over the past 5 years. There is still much to do to capitalise on these improvements and to increase the impact of the party on the political life of England and Wales.

Critical issues include:

- Ensuring that the party's internal infrastructure – from IT to governance practices – is ready for the next stage of party growth.
- Supporting the development of the staff team and workplace culture as they support party goals.
- Growing the resources available to the party.
- Progressing the party's work on equity, equality, diversity and inclusion to create an organisation reflective of the diverse society in which we live.
- Increasing capacity amongst members to seek elected office and to maximise our impact once elected.
- Improving the membership experience for all types of members and helping local parties grow and engage members.

Governance Context

The party's structure has evolved over a number of years and is in a state of transition, with reform needed to reflect the professional political outfit we have become whilst still keeping the grassroots, value driven membership organisation that we are at the heart of the party.

The Chief Executive reports to the Chair of the Green Party Executive (the Board) and will need to work closely with the co-Leaders of the Party.

Key Accountabilities

In addition to leading day-to-day operations, the Chief Executive will:

- Lead the delivery of the Political Strategy.
- Develop the Party and improve its impact by building world-class Campaigns and Elections, Communication, Fundraising & Membership, and Operations teams, ensuring that the voice and influence of the Green Party continues to grow.
- Working with the governance bodies, lead the review and improvement of the structure, systems and processes of the Party, further embedding efficiency, effectiveness, diversity and best practice at the heart of all its operations.
- Drive significant growth in the income available to meet the objectives of the party.

MAIN ACTIVITIES & RESPONSIBILITIES

Leadership & Governance

- Work with the Green Party Regional Council (GPRC) and Green Party Executive (GPEx) to develop the Political Strategy for the next Parliamentary election cycle.
- Work with all governance bodies and party leaders, MPs and peers to ensure the Political Strategy is delivered and that the party is well led.
- Work with staff and party bodies to create and maintain an inclusive and diverse culture where everyone is able to thrive.
- Lead a workforce of approximately 90 and a senior staff team of 6, ensuring they have the skills, energy and leadership ability to deliver the strategy and objectives of the party.
- Provide GPEx and GPRC with regular reports on the delivery of the Political Strategy and any annual objectives.
- Hold regular meeting with the Chair and Co-Leaders to update them, seek advice, and prepare for meetings.
- Work with the Co-Leaders, Chair and wider Board (the Green Party Executive) to review the governance structure to reflect the growth of the organisation.
- Review the governance processes and implement changes where necessary to enable the party to deliver its ambitions for growth.
- Ensure that all governance bodies have appropriate administrative support and ensure accessible record keeping.
- Be Acting Returning Officer for internal party elections.
- Ensure the Party meets its statutory and regulatory responsibilities, including HR, safeguarding, Data Control and requirements of the Electoral Commission.

- Progressing the party's work on equity, equality, diversity and inclusion to create an organisation reflective of the diverse society in which we live.

Income and Financial Management

- With the oversight of the Treasurer and Administration & Finance Committee, sustain and increase the financial strength of the Party, and ensure good practice in the party's financial management.
- Oversee the development and delivering of a fundraising strategy to secure substantial increases in income including development of the major donor programme.
- Be a signatory for the Party, operating within the agreed Scheme of Delegation.
- Ensure appropriate financial and audit systems are in place.

Campaigns and Communication

- With the support of the Elections and External Communications Co-ordinators and key staff, build the campaigning strength of the Party, and ensure all resources are used effectively to develop capacity and increased Green representation at all levels.
- Ensure external communications support the delivery of the Political Strategy and any annual objectives.
- As Campaigns Officer for the Party ensure compliance and legal issues affecting the Party including electoral law, appropriate Code of Practice, appropriate disclosure and screening of candidates and all other statutory obligation under the necessary Acts.

Member Experience

- Ensure that the Party serves its members and supporters well, projects its messages strongly, and supports activists and volunteers at all levels to achieve maximum impact.
- Ensure effective communication to members on the work of the party leaders, elected Greens and governance bodies.
- Grow membership and ensure it reflects the diversity of England and Wales.
- Ensure the party's systems and processes are fit for purpose and match the current and future requirements of the Party.
- Develop the support offer for regional and local parties so that members' experience is good and capacity is grown.
- Ensure a robust complaints and disciplinary system is operated, within the Party's agreed and documented processes and following good practice.

People and Culture Development

- Ensure the Party is an equal opportunities employer, promoting and welcoming diversity.
- Ensure the delivery of a work environment which enables everyone to do excellent work, to benefit from their employment and know they are serving the goals of the Party well.
- Drive an inclusive, open and collaborative culture which values diversity, openness and approachability.
- Ensure the Party's employment practices develop in line with good practice and with having work which is beneficial to the wellbeing of the individual.

The Chief Executive will be expected to assume any other duties appropriate to the role and in line with party governance.



PERSON SPECIFICATION

Experience

- Track record of senior leadership and operational management in public, not-for-profit or private sector organisation/s.
- Experience of, or evident understanding of, the governance of membership organisations and how to harness the goodwill of members.
- Experience of reforming and strengthening governance structures and processes.
- Experience of leading teams and managing people.
- Demonstrable track record in creating safe and open organisational cultures and of advancing progress in ensuring inclusive practices and promoting diversity.
- Experience of increasing fundraising and of marketing and branding.

Knowledge and Skills

- Able to think strategically, bring vision and creativity, develop ideas and encourage new and innovative solutions.
- Excellent people-centred leadership style, able to empower and hold colleagues accountable to deliver on their roles and responsibilities.
- Strong management and financial skills with proven ability to prioritise and delegate.
- Ability to manage contradictory requirements in a high-pressured environment.
- Able to connect, engage and build trusted relationships with internal and external stakeholders at every level.
- Strong influencing and negotiation skills.

Attributes

- Confident, empathetic and diplomatic.
- High degree of personal resilience, able to work effectively in a political environment.
- High standards of personal conduct.
- Strong commitment to the Green Party's values, politics and ways of working, and a determination to grow the impact of the Party, as well as an understanding of the context in which this is done.



TERMS OF APPOINTMENT

Salary: Competitive

Hours: Full-time and will include some evening and weekend working

Location: Hybrid – working from home but able to attend the London office and travel as required

Job Type: Permanent

Line Manager: Chair of Green Party Executive

Line Management Responsibilities: Leading a workforce of approximately 90 with 6 direct reports



HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to The Green Party on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **OBQDA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form. Please note that references and open-source due diligence checks (including into social media accounts) may be undertaken for all short-listed candidates.

The closing date for applications is noon on **Wednesday 30th October**.

We welcome applicants from all backgrounds and communities, in particular those that are currently under-represented within our staff team. This includes, but is not limited to, people from the global majority and those who identify as disabled. The Green Party is an accredited 'Disability Confident Employer' under the government's Disability Confident Scheme, which denotes organisations that have a positive commitment towards disabled people.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

