



Dialogue Earth

Chief Executive Officer

January 2025

Reference: XBSEA

Saxton Bampfylde



Welcome from the Chair

Thank you for your interest in the position of Chief Executive Officer at Dialogue Earth. We are thrilled that you are considering this opportunity to lead our organisation into its next exciting chapter.

Dialogue Earth is a global non-profit that, through its dedication to climate journalism, fulfils a mission to facilitate meaningful action on the most pressing environmental challenges of our time. Through collaboration, innovation, and an unwavering commitment to scientific integrity, we have established ourselves as a trusted voice in shaping a sustainable future. Now, we are looking for a visionary leader to build on our successes and drive forward our mission with renewed energy, ambition, and focus.

As the Chair of Dialogue Earth, I have the privilege of working with a talented, global team dedicated to creating real and measurable change. Our next CEO will inherit an organisation with a strong foundation, an engaged board, and a passionate group of stakeholders. We are at a pivotal moment where your leadership can amplify our impact and steer us through the complexities of a rapidly evolving environmental landscape.

In this role, you will have the opportunity to shape the strategic direction of Dialogue Earth, forge impactful partnerships, and champion innovative solutions. We are looking for someone with the vision, drive, and creativity to inspire our team, expand our reach, and ensure that Dialogue Earth continues to play a leading role in addressing global environmental challenges.

Thank you once again for considering this role. We look forward to learning more about your background, ideas, and aspirations. Together, we can make a meaningful difference for our planet and future generations.

Warm regards,

Benet Northcote

Chair of Dialogue Earth

Who are we?

Dialogue Earth is an independent non-profit dedicated to producing exceptional environmental journalism and informed conversations on urgent climate and sustainability topics. Our unique model brings local voices to global audiences and global stories of hope, action and change to local communities.

Dialogue Earth researches, writes, commissions, edits and publishes news reports and analyses of environmental and climate threats, to stimulate the exchange of information and ideas between readers in diverse geographies.

We are committed to publishing compelling environmental journalism from China, the global ocean, South and Southeast Asia, Africa and Latin America. Work that lifts up voices and creates better, more constructive conversations. A UK-registered charity headquartered in London, our approach is rooted in a network of specialist country editors located across South and Southeast Asia, Africa and Latin America, and delivered through reporting in eight languages, workshops and media partnerships. We seek to bring light, rather than heat, to crucial debates, and solutions to bear on complex problems.

Read more about Dialogue Earth [here](#).



Mission

Dialogue Earth serves the global movement for sustainability with compelling environmental journalism, delivered through local voices and knowledge, to build trust and encourage cooperation.

Vision

By 2030, we seek to become:

- The go-to source for new ideas, evidence-based insight and constructive dialogue on China's climate, environment and development impacts across the Global South.
- An engine for cooperation, alignment and better policymaking on climate and sustainability. Dialogue Earth uses reporting, dialogue and strategic communications to bring light, rather than heat, to crucial debates – and solutions to bear on complex problems.
- An important driver of policy conversations in target markets, countering polarisation and misinformation, informing crucial conversations and supporting progressive coalitions for change – for a just and sustainable climate future.



Values

Dialogue Earth fosters a regenerative culture that mirrors the ecological principles we champion. Our values include:

Inclusion: We create an open and collegiate work environment where all staff and partners are recognised and valued.

Collaboration: We have a partnership culture and create relationships that are more than the sum of their parts.

Respect: We recognise individual and cultural differences. We empower staff and teams to develop networks and nurture those partnerships.

Diversity: We strive to create a genuinely diverse workplace, publication and organisation.

Quality: We pride ourselves on our exacting standards, in our reporting and beyond.

Integrity: We value accurate, non-partisan reporting and trustful relationships. We value support, cooperation and constructive criticism.



Goals

Leading up to 2030, Dialogue Earth will seek to:

- Build on greater readership for Dialogue Earth, doubling the number of readers on a 2023 baseline.
- Deliver an impactful strategy for Dialogue Learning, our learning, partnerships and training initiatives, targeting policymakers and stakeholders in the Global South.
- Develop diversified income streams that include briefings for bold businesses and others seeking to make a difference.
- Scale our staff and operational capacity with new hubs in the Global South.
- Deepen our impact and contribution, building on our audience persona strategy and theory of change.



The role

Reports to: Chair of the Executive Board of Trustees

Role purpose

Today Dialogue Earth seeks a Chief Executive Officer to lead the organisation at an exciting and important time in its history. After almost 20 years, we are at an inflection point, having achieved a successful rebrand, and this is an exciting time to step in and drive impactful change as we expand our influence and develop innovative products and services. As CEO, you'll be at the helm of the organisation as we enter the next phase of our growth journey. You'll provide inspiring thought leadership to elevate our profile, represent Dialogue Earth in public forums and in the media, and actively seek new opportunities to amplify our mission. We're looking for a bold and driven leader who's ready to help us realise our ambitious vision and make a lasting impact in this critical decade ahead.

Main duties and responsibilities

Strategic Leadership

- Define and drive Dialogue Earth's vision, mission, and strategic goals in alignment with core values.
- Thought leadership – as a recognised authority in the field, consistently share innovative insights that inspire, educate, and drive meaningful conversations. Use your expertise to elevate Dialogue Earth's profile, positioning it as a key player in the sector, while actively seeking and leveraging opportunities to expand its influence and promote its vision.
- Public and media representation – serve as the official spokesperson for Dialogue Earth, embodying its values and mission in public forums and media interactions and, ensuring the organisation's perspectives and initiatives are effectively communicated to a wider audience, increasing visibility and credibility.
- Horizon scanning – staying ahead of geopolitical dynamics, climate diplomacy and global and regional trends that may affect Dialogue Earth's strategy.

Operational, Financial and People Leadership

- Oversee all financial aspects of the organisation, with oversight of an annual budget and ensuring fiscal responsibility, sustainability, and accountability to the Board and funding partners.
- Lead and support the Senior Management Team to maximise their personal

contributions and build high performing teams across the organisation, and nurturing and developing Dialogue Earth's culture and values.

- Working with the COO, oversee the implementation of metrics to measure the success and impact of organisational initiatives, making data-driven adjustments as needed.
- Maintain overarching responsibility for Dialogue Earth's journalistic and educational functions.

Development

- Developing income generation strategies, in coordination with senior management, to maintain and enhance the level of funding from existing sources.
- Building and maintaining relationships with key funders and stakeholders.
- Drive revenue growth through diversified funding sources, including grants, sponsorships, partnerships, and earned revenue opportunities.

Governance

- Working with the Board and senior management to ensure proper governance of the charity and sound financial management.
- Where appropriate, monitoring and advising on the composition of the Board and its committees.
- Risk management – preparing for potential risks and establishing robust systems to identify, evaluate, and mitigate risks across all of our domains of work.

Person specification

Knowledge & experience

The ideal candidate will have:

- Executive leadership experience in a comparable organisation (such as a media outlet, think-tank, NGO or purpose-driven consultancy), or executive leadership in a major function within a larger organisation, with a proven track record of shaping strategy, developing new business models and delivering impactful results.
- Exceptional commercial and financial acumen, with experience of driving revenue growth, managing budgets and ensuring fiscal sustainability.
- Proven success in growing an organisation of similar size or larger, including sustaining relationships with philanthropic funders and other partners, and commercial workstream development.
- Demonstrated commitment to journalism and/or strategic communications and their value as a lever for change, with a strong understanding of climate change, global development or related fields.
- Deep experience and commitment to intellectual leadership in relevant fields or sectors, such as global climate diplomacy or geopolitics, policy or communications. An understanding of China's role in a global context would be beneficial, but is not essential.
- Strong operational and people leadership skills and experience.
- A strong commitment to the organisation's mission and a genuine passion for its vision.
- An inclusive leadership approach, championing diversity, equity, and inclusion across all levels of the organisation and ensuring that team members feel valued, empowered and heard.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Dialogue Earth on this appointment.

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

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Thursday 20th February**.

* 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.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



Timetable

Informal 1-1 conversations are likely to be held w/c 24th March 2025. First round interviews will be held w/c 31st March 2025.

Terms and conditions of employment

Salary: £76,000 to £117,800 per annum, dependent on experience.

Working hours: We are pleased to offer flexible working, including compressed hours, and are happy to discuss flexible arrangements at interview.

Hybrid working: Staff must attend the office at least two days per week. Attendance is mandatory on Tuesdays and staff can choose which other day(s) they attend.

Pension: Defined contribution pension plan, with 5% employer contribution, 4% employee contribution and 1% tax relief contribution into an ethically conscious pension plan.

Holidays: 28 days per annum, including Bank Holidays.

Location: Shoreditch, London.

Culture: Our staff culture is open, friendly, dynamic and supportive. The office is a bright open-plan working space, with an office dog called Poppy.

Travel: The current CEO travels outside the UK around six times a year, for up to a week at a time.

We encourage applications from all regardless of age, sexuality, socio-economic background, disability, ethnicity, gender, religion or beliefs. We are committed to building a culture of belonging and inclusion, and this is reflected in our policies and practices. We work to support our employees to achieve a healthy work-life balance.

For detailed information on how your personal data is processed, please review the [Privacy Policy](#) on the website.

Images: Herlinde Damaerel / Dialogue Earth

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