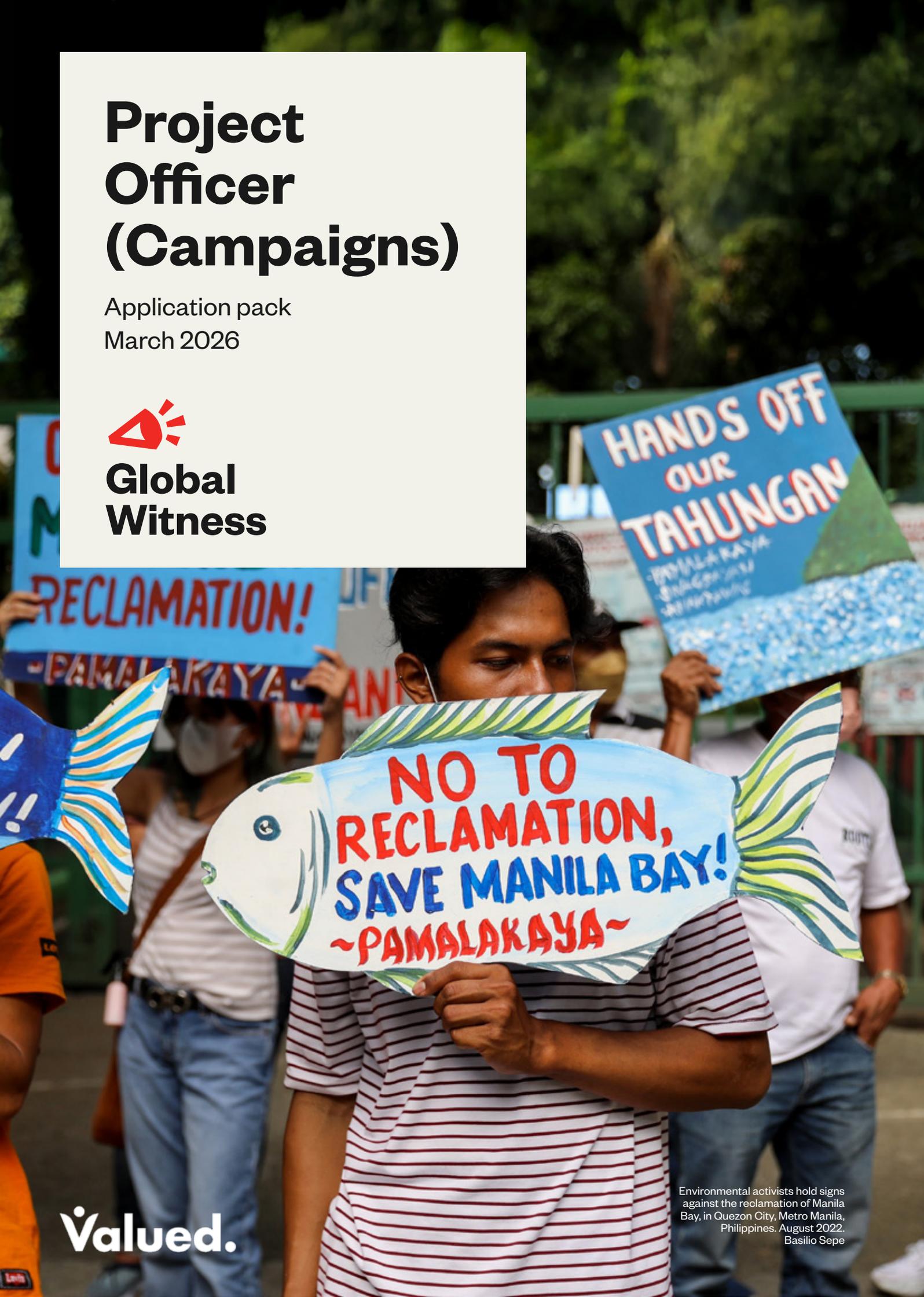


Project Officer (Campaigns)

Application pack
March 2026



**Global
Witness**



Valued.

Environmental activists hold signs against the reclamation of Manila Bay, in Quezon City, Metro Manila, Philippines, August 2022. Basilio Sepe

Welcome

We are reshaping a lot at Global Witness right now, so it is an exciting time to join! We have a new strategy, a new structure, and I am putting together a small team that will sit at the intersection of monitoring, evaluation, learning, project management and foresight to help us be more agile and effective.

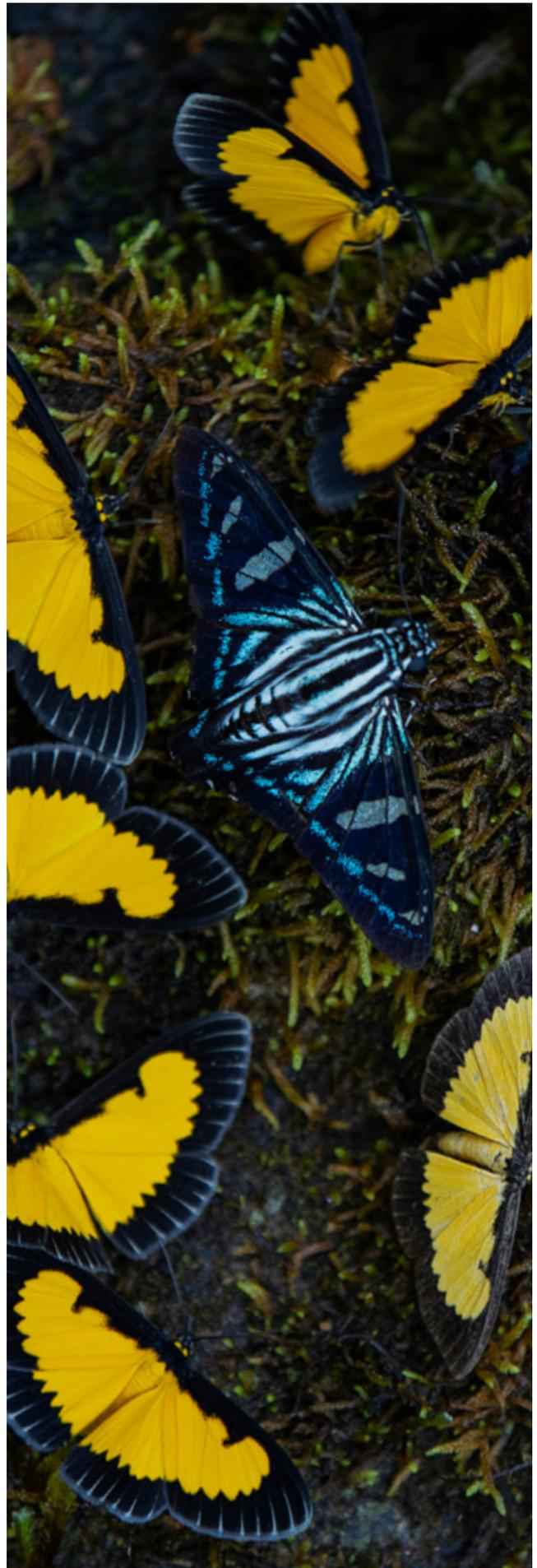
The work will be varied and experimental in many ways, you might help shape a grant results framework one week, working with partners or campaign teams the next, analysing evidence, improving systems, or helping us step back and look at the wider context through a foresight lens.

I am looking for people who are curious, thoughtful and proactive, who care about relationships and judgement as much as tools and frameworks, and who are comfortable challenging us to be better!

Lauren Burrows
she/her
Deputy Director of Impact



Photo showing intact forest and biodiversity in Acre state, Brazil, November 2020. Lalo de Almeida/Panos/Global Witness



About us

We are an independent, global organisation of investigators and campaigners using cutting edge investigative methods. We shine a light on the financial and political systems that enable corporate abuses of power that harm people and planet.

Our history

For over 30 years, Global Witness has pioneered an approach that merges bold investigations with determined campaigning to secure better protections for people and our planet.

We've gone undercover to unmask the violence and secretive deals that underpin the "blood diamond" industry. Our data-driven analysis has tracked the flow of commodities across the globe. And we've sought out powerful testimonies that tell the story of environmental harm and repression first-hand.

With three decades of campaigning for a fair and just planet under our belt, we reframed our focus in 2020 to address humanity's greatest challenge: the climate crisis.



With the perpetrators of attacks on defenders rarely punished in Mexico, activists like Isela Gonzalez Diaz, the Chairperson of Alianza Sierra Madre, find their work restricted by the threat of attacks. Thom Pierce | Guardian | Global Witness | UN Environment

Global Witness now

As the climate emergency has accelerated over the decades, our work has gained new focus. Our sights are now set on the overlap between today's greatest existential threat, the climate crisis, and people – exposing those whose own interests are helping to worsen the climate emergency, and the communities who keep standing up to them, no matter the cost.

We work with the people who are directly impacted to ensure they are protected from threats when speaking out and included in climate decision-making as the world transitions to clean energy.

We have shared the stories of Indigenous Peoples and land environmental defenders, whose livelihoods have been irreparably shaken by agribusiness, mining and extreme weather events aggravated by fossil fuel emissions and we're campaigning for those same voices to be granted a seat at the table in key national and international decision-making spaces.

As part of the Kick Big Polluters Out coalition, we are using pioneering data-driven techniques to count the fossil fuel lobbyists flooding climate COP summits every year.

We're tracing how money continues to flow into destructive industries, be it western banks' investments that fund deforestation or convoluted shipping routes that keep Russian oil profits in play despite UN sanctions. We're lending our voice to calls for a just energy transition, lobbying hard to secure strong protections for the environment and communities that are impacted by critical mineral mining – an essential industry for the green energy transition, but one that must not be allowed to repeat historic harms.

And we're monitoring the growing scourge of climate disinformation, while calling for digital platforms to enshrine an online space that serves democracy.

In everything we do, we remain committed to challenging the power imbalances at the heart of the climate crisis.

How we work

We have just under 90 staff, and offices in London, Washington D.C. and Brussels, and we have a presence in South America and Asia too.

Aerial image of Mu village, Pomio District, East New Britain Province
Global Witness

Our values

Empowering

Amplifying, solidarity, care

Fearless

Truth, honesty, risk

Rigorous

Standards, accountability, learning

Relentless

Focus, impact, persistence

Our cultural priorities

Adaptive intelligence

This is about being open about how we do things, continually learning and adapting as we need to in a more agile way.

Disciplined focus

This is about making sure we are doing the right things for communities, partners and people.

Collective impact

This is about being focussed on the impact we have and working together to achieve it, as one team.



Ramón gives a tour of the land in Columbia that his family owns, showing the diversity of flora that has been taken over by palm oil plantations. Thom Pierce | Guardian | Global Witness | UN Environment

Job description

Job title:	Project Officer (Campaigns)	Location:	London based on a permanent contract (2 days in the office) or Kenya/Brazil based on a consultancy contract
Reports to:	Project Manager (Campaigns)		
Direct reports:	N/A		

Role purpose

As Project Officer, you will play a vital role in ensuring the effective delivery of our campaigning work. You will provide project management support across teams, strengthen systems and processes, and help us deliver impact. You will keep projects on track, support collaboration, and ensure accountability to our donors through regular reporting.

Key Responsibilities

Project Management & Delivery

- Support teams to deliver work on time and to high standards, ensuring clear oversight of deliverables, budgets, and donor commitments.
- Apply and champion agreed project management systems and processes, adapting to the needs of different teams.
- Provide practical support to formal and informal project teams, including administration, coordination, and collaborative tools.
- Provide project management support to cross-team projects and major grant-funded initiatives, ensuring alignment with organisational priorities.

Monitoring, Evaluation and Impact Reporting

- Working with monitoring, evaluation and learning (MEL) colleagues report progress against agreed outcomes on specific grants, projects, or funding streams, ensuring compliance with donor and organisational requirements.

Resource & Budget Management

- Track spending against project budgets, ensuring transparency and accountability.
- Support the assignment and tracking of tasks within project teams.
- Contribute to the development of accurate budgets and costings for funding bids.



Kayapó Indigenous community in Aldeia Baú, Pará, Brazil, 2023. Cícero Pedrosa Neto / Global Witness

Key responsibilities (continued)

Collaboration & Organisational Contribution

- Help break down silos by supporting cross-team collaboration and knowledge sharing.
- Ensure the work of the project management office (PMO) contributes effectively to mission and impact.
- Build strong working relationships across the organisation and with external partners.

Fundraising & Donor Engagement

- Represent the organisation with donors and potential donors, as required.
- Contribute to the design of funding proposals and reporting that strengthens donor confidence and secures future resources.

Ways of working and collaborating

- Work proactively to support the organisation in meeting its purpose, strategy, and priorities.
- Works in line with the Global Witness values of courage, inclusion and belonging, kindness and collaboration in all interactions internally and externally.
- Work collaboratively and positively across the team and whole organisation contributing to cross organisation projects, key events, and initiatives.
- Responds to challenge, explores new ideas and takes initiative in all aspects of teamwork.
- Builds and maintains positive relationships with diverse range of external allies and partners.
- Demonstrates an active commitment to creating a diverse and inclusive workplace.
- Work within Global Witness policies and procedures at all times, including confidentiality, source protection and security, legal and contractual requirements, and general office procedures.

Other

Carries out any other duties equal to the skills and responsibilities required for this role as directed by the Project Manager.



Kayapó community on the banks of the river in Baú territory, Pará, Brazil. Karina Iliescu / Global Witness

Person specification

- Experience providing project management or coordination support in a complex, multi-stakeholder environment.
- Strong organisational skills, with the ability to manage multiple priorities and deadlines.
- Financial literacy, with experience tracking budgets and supporting accurate costings.
- Experience preparing reports for donors, funders, or other external stakeholders.
- Excellent written and verbal communication skills, with attention to detail.
- Collaborative and supportive team player with the ability to build positive relationships across teams.
- Proactive problem-solver, comfortable with ambiguity and able to adapt quickly to change

- Commitment to the values of diversity, equity, and inclusion.
- Self-motivated and able to take initiative.
- Shares our values and is committed to contributing to our diversity, equity and inclusion journey.

Desirable

- Experience working in an NGO, campaigning, or advocacy environment.
- Familiarity with monitoring, evaluation, and learning (MEL) frameworks.
- Experience supporting fundraising efforts or donor engagement.

Terms of appointment

London based benefits

Salary:	£42,264 (permanent, London based contract) or c. £240 day rate consultancy (Kenya or Brazil based).
Contract:	Permanent, full time (London based) or Consultancy contract (overseas only). Flexible working will be considered.
Location:	Kenya, Brazil or London (We operate a hybrid working model which requires at least 2 days in our office based in Bethnal Green, London).
Annual leave:	25 days a year and 8 public holidays pro-rated for if you work part time or compressed hours.
Pension:	We make an employer contribution of 7% and you contribute 1%, but you can increase your contribution.
Additional:	<ul style="list-style-type: none">• We are currently in a shorter working week pilot, where everyone works 30 hours Monday to Thursday with Friday off, with no impact on full time salary. This will be reviewed in May 2026.• Gender neutral parent leave with 6 months paid leave after 12 months service.• We have a union recognition agreement with Unite, meaning that Unite is the officially recognised union for UK based staff.• Bike to work scheme.• Eye tests.• Season ticket loan.• Family friendly policies.• We provide Private Healthcare

How to apply

Valued Recruitment is working exclusively with Global Witness to recruit for their growing team. We are an ethical recruitment company, intent on hiring inclusively and transparently. The closing date for this role is Tuesday 14th April. To apply, we welcome a CV and 500 words which answers the following questions;

1. Can you share an example of when you developed or introduced a project management structure or tool for a team, project or organisation where people were time-poor, unfamiliar with the terminology, or sceptical of its value? What did you do to make it practical and useful? (250 words)
2. What do you think needs to change in project management practice if organisations are to respond well to an increasingly uncertain and fast-changing world? (250 words)

Please send this to

anna@valued-recruitment.co.uk

Accessibility is incredibly important to us here at Valued Recruitment and at Global Witness. If you would like any accessibility amendments or support throughout the application and interview stage, please don't hesitate to let us know. No question or request is too big or too small. We want this process to be comfortable and enjoyable and a chance for you to bring your best self to the process.

**We look forward
to receiving your
application.**

