

Director of Finance and Global Resources

Candidate pack

UK based, hybrid | c £95K per annum

Closing date: 11.59pm, Sunday 15 November 2026

Working Animals International

Welcome from our Chief Executive

Thank you for your interest in the Director of Finance and Global Resources role at Working Animals International.

Working Animals International has been improving the lives of working animals and the communities who depend on them for more than a century. Across Africa, Asia, the Middle East and Latin America, we work alongside local partners, governments and communities to ensure working animals are healthy, protected and valued for the vital role they play in people's lives and livelihoods.

Since joining as Chief Executive earlier this year, I have been struck by the commitment of our colleagues and partners, and the opportunities we have to build on our work and strengthen our impact.

In April 2026, we launched our new name and global identity, Working Animals International, reflecting our determination to raise the profile of working animals and the contribution they make to communities worldwide. As we come towards the end of our current strategic period, we are reflecting on significant progress and looking towards our next phase – you can read more about our current strategy on our website. With the ongoing pressures of the climate crisis, economic uncertainty and shifting agricultural systems, our work has never been more critical.

The Director of Finance and Global Resources will play a key role in shaping the next phase of our journey. This is a pivotal executive leadership position, working closely with myself, our Senior Leadership team and Board of Trustees to ensure our charity remains financially sustainable, operationally effective and well positioned for future growth.

You will lead our Global Resources directorate, overseeing functions including finance, people, corporate governance, risk management, grant compliance, procurement, IT and facilities. It is a broad and influential role, with the opportunity to shape organisational strategy while ensuring our colleagues and partners have the support and resources they need to deliver their work effectively.

We are looking for an experienced and strategic leader who combines strong financial expertise and experience of leading enabling functions, with a broad understanding of organisational leadership. You will be equally comfortable discussing long-term strategy with Trustees as you are supporting operational decision-making, building organisational capability and leading change. Most importantly, you will share our commitment to improving the welfare of working animals and strengthening the communities that rely on them.

This is an opportunity to bring your skills and experience to an organisation with a proud history, a clear purpose and ambitious plans for the future.

If you are inspired by our mission and have the skills and experience to help us achieve it, we would be delighted to hear from you.

James Harcourt
Chief Executive, Working Animals International

Job description

Working Animals International is dedicated to transforming the welfare of working animals in greatest need globally. By increasing access to skills, knowledge and resources and campaigning for policy change we're building a world where working animals are healthy and valued, communities are stronger and livelihoods are more secure.

Find out more at workinganimals.org

Our vision:

A world where every working animal lives a healthy and valued life.

Our mission:

To transform the welfare of working animals in a world where animals, people and the environment are respected and thrive.

Job title:	**Director of Finance and Global Resources**
Report to:	Chief Executive
Location:	UK based, hybrid working with regular attendance (approximately one to two days per month, or more if preferred) in our London office
Terms:	Full-time (37 hours per week), permanent
Salary:	c £95K per annum, subject to skills and experience
Benefits:	• 26 days annual leave, plus bank holidays; further leave accrues after two years of service to a maximum of 30 days. • Generous company pension scheme with 10% employer contribution if employee contributes a minimum of 5%. • Healthcare cash plan with Medicash, including access to virtual GP appointments. • Enhanced employee assistance programme. • Group income protection and life insurance scheme. • Volunteer day programme.

Purpose of the role

The Director of Finance and Global Resources is an executive leadership role, working closely with the CEO, Senior Leadership Team (SLT) and Board of Trustees to strengthen the organisation's financial health, operational effectiveness and ability to deliver our mission. The role ensures we have the resources, systems and capabilities needed to transform the lives of working animals and provides high-quality leadership across the organisation, fostering collaboration, accountability and a shared commitment to our mission and values.

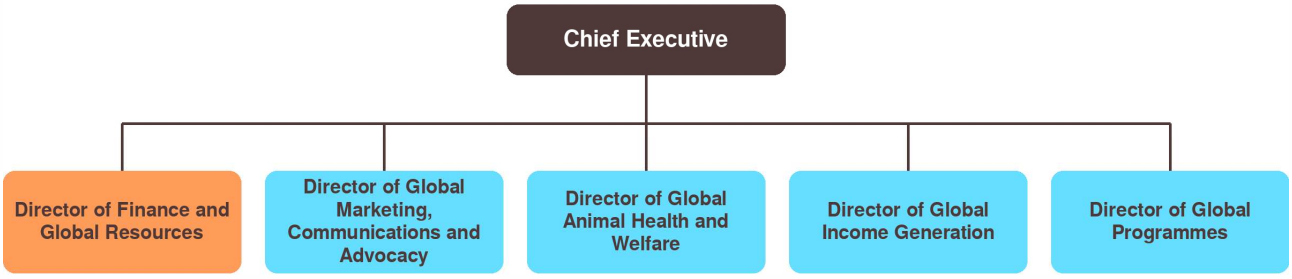
This role leads our Global Resources Directorate, and line manages our Head of Finance and Head of Operations. Global Resources functions include finance, people and workforce, corporate governance, risk management, grant compliance, procurement, IT and facilities. This role will ensure these functions provide the high-quality systems, service and support that colleagues need to deliver effectively, while ensuring organisational decisions are informed by a clear understanding of financial and operational implications.

The role combines strong financial expertise with broader organisational leadership. Working with specialist colleagues, the Director is accountable for effective delivery across our resources remit and provides strategic advice to the CEO, SLT and Trustees.

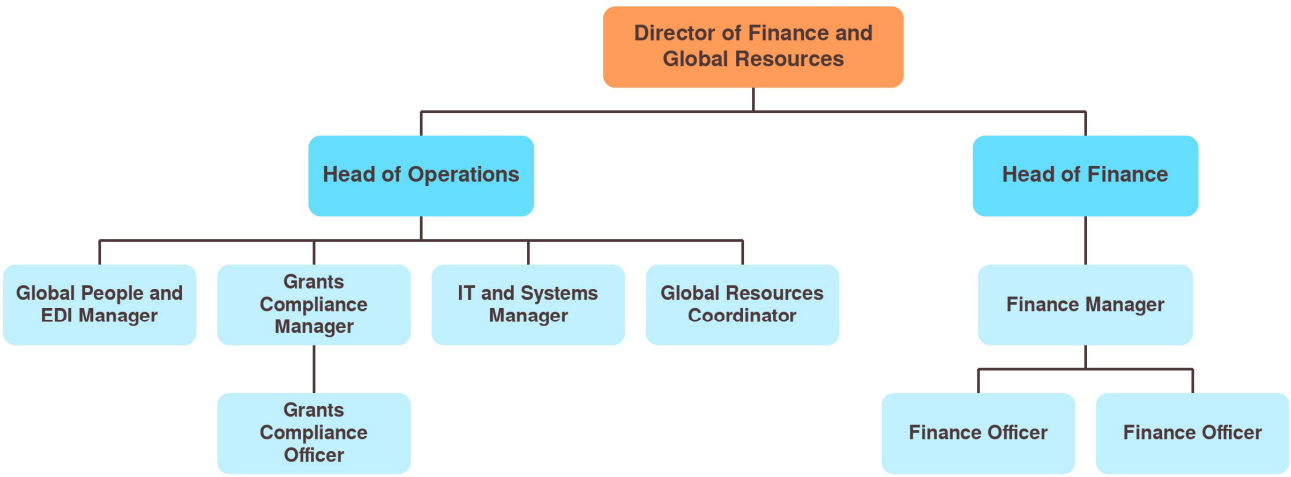
Where the role sits

The Director of Finance and Global Resources reports to the Chief Executive and is a member of the SLT. The role leads the Global Resources directorate, line managing the Head of Finance and Head of Operations.

Senior Leadership Team



Global Resources directorate



Key responsibilities

Area 1: Strategy & organisational development

- Contribute to the development and delivery of organisational strategy, ensuring that ambitions are supported by realistic financial plans, appropriate systems and sufficient organisational capacity.
- Develop a long-term financial strategy with the SLT, supporting our financial sustainability, mission and growth ambitions.
- Provide financial planning, modelling and analysis to support the CEO, SLT and Trustees to assess choices, investment proposals and organisational risks.
- Assess the financial and operational implications of significant new programmes, partnerships and income opportunities, including full costs, funding restrictions, capacity requirements and risk.
- Provide strong leadership to our wider Global Resources team, setting clear expectations, supporting development and building effective working relationships across functions.

Area 2: Financial leadership, compliance and procurement

- Oversee and develop our long-term financial strategy, ensuring our financial health.
- Provide high-quality leadership and line management to the Head of Finance, ensuring the finance function has the capability, capacity and direction required to support organisational effectiveness and long-term sustainability.
- Ensure the provision of high-quality financial insight, reporting and planning, including management accounts, budgets, forecasts and statutory accounts, accompanied by clear interpretation and recommendations for action.
- Ensure financial information is accessible and useful to budget holders, enabling effective planning, accountability and timely decision making.
- Work with our Head of Finance to oversee cash flow, reserves, investments and foreign exchange exposure, ensuring that treasury arrangements protect our resources and support our plans.
- Ensure effective financial controls, including the appropriate oversight of international funding and compliance with donor requirements, working with our programme and income generation colleagues.
- Ensure recommendations from internal and external audits are actioned and learning is implemented, and significant audit findings, financial risks and control weaknesses are reported to the CEO and Trustees, as appropriate.

- Oversee procurement and contracting arrangements domestically and internationally, ensuring appropriate controls, value for money and the effective stewardship of organisational resources and assets.
- Ensure organisational data and records are managed securely and effectively, with appropriate access, retention and protection arrangements.

Area 3: Governance and strategic leadership

- Ensure proportionate policies, systems, and procedures are in place across our organisation, with clear responsibilities and effective compliance monitoring.
- Oversee corporate governance and legal arrangements across our international operations and partnerships, securing specialist advice, where required.
- Ensure that relevant charity, tax, employment and data protection obligations are met.
- Support the Finance and Audit Committee and Board with clear papers, advice and recommendations, and ensure agreed actions within the role's remit are delivered.
- Oversee legal support for domestic and international contracts, agreements and legacy matters, collaborating with colleagues and external advisers.
- Provide strategic leadership as a member of the SLT, sharing responsibility for organisational decisions and providing collaborative leadership across the charity.
- Build effective relationships with the CEO, SLT and Trustees, offering clear advice and support and constructive challenge.
- Lead senior relationships with external banks, auditors, investment managers and professional advisers.
- Represent our charity with partners and other stakeholders where the role's expertise and responsibilities are relevant.

Area 4: Operations and resilience

- Provide high-quality leadership and line management to our Head of Operations, ensuring operations has the capability, capacity and direction required to support organisational effectiveness and long-term sustainability.
- Work with our Head of Operations to ensure facilities and office arrangements that support effective working, team member safety and value for money.
- Ensure environmental sustainability is considered in procurement, facilities and other relevant operational decisions.
- Lead our charity's approach to corporate risk management, coordinating the risk register and ensuring that risk owners implement and report on agreed actions.

- Ensure effective arrangements for business continuity, crisis and incident management are in place, with clear escalation routes and regular review of preparedness.

Area 5: People and culture

- Oversee workforce planning and the provision of high-quality and effective HR support, ensuring the organisation has the skills and capacity needed to deliver strategic and organisational objectives.
- Ensure people policies and employment practices are appropriate, consistently applied and informed by professional advice, where required, applying an equity, diversity and inclusion lens to strategic planning, decision making and governance.
- Champion a culture of inclusion and belonging, ensuring organisational values are reflected in leadership practice, decision making and ways of working.

Area 6: IT & AI

- Oversee an integrated IT and AI strategy that supports organisational delivery, improves working processes and makes effective use of available resources.
- Ensure appropriate governance and oversight of cyber security, responsible use of AI, systems integration and internal support and training.

Area 7: Safeguarding

- Ensure effective safeguarding policies, procedures and reporting arrangements across our work, coordinating with designated leads and relevant SLT colleagues.
- Ensure that safeguarding queries and concerns within the role's remit are escalated appropriately and that agreed actions and improvements are implemented.

In addition, undertake any other duty or responsibility that may reasonably be required for this role. International travel to work with our global partners will be required for this position.

Person specification

Experience and expertise

- Substantial senior leadership experience across finance and wider corporate functions, gained as a chief operating officer, finance director with a broader remit, resources director, or other comparable senior role.

- Senior leadership experience in a charity, development or humanitarian organisation and experience in an international charity.
- Strong financial expertise in international settings, demonstrated through strategic financial planning, analysis, treasury oversight, financial controls and audit.
- A recognised professional accountancy qualification.
- Experience advising Boards and working effectively with finance and audit committees, including presenting clear recommendations and supporting scrutiny.
- Experience leading specialist teams across several corporate functions and ensuring effective delivery through those teams.
- A track record of strengthening organisational systems and capacity, and leading change.
- Experience of international operations or complex partnership arrangements, including oversight of financial, governance and operational risks.
- Understanding of the financial and regulatory requirements relevant to a UK charity, and the ability to secure and apply specialist advice across the wider remit.

Personal attributes

- Sound judgement and the ability to connect financial and operational decisions with organisational purpose and long-term sustainability.
- Strong analytical skills and the ability to explain complex information clearly to colleagues and Trustees with different backgrounds and expertise.
- The ability to work strategically while engaging with detail when needed, maintaining clear accountability and appropriate delegation.
- Collaborative leadership, with the confidence to challenge constructively and build effective relationships across functions and cultures.
- Clear communication, personal integrity and a strong commitment to accountability and delivery.
- A commitment to Working Animals International's mission to improve the welfare of working animals, and to safeguarding, inclusion and the responsible stewardship of resources.

Desirable criteria

- Experience supporting income growth, assessing investment proposals, and overseeing the financial requirements of institutional grants.
- Experience of environmental sustainability within organisational operations.

Applicants must have the right to work in the UK currently and for the duration of the contract.

How to apply

For further information about the role and how to apply, please contact Maurice Goldstone for a confidential discussion on 07540 637275, or email maurice@goldfern.co.uk.

Applications, comprising a CV and supporting statement demonstrating your suitability against the criteria outlined above, must be submitted by **11.59pm on Sunday, 15 November 2026**.

If you have any accessibility or reasonable adjustment requirements during the recruitment process, please let us know. All requests will be treated confidentially and will not influence recruitment decisions.

We look forward to hearing from you.