

**JOB DESCRIPTION &  
PERSON SPECIFICATION  
Chief Executive**



<b>Position</b>	Chief Executive
<b>Organisation</b>	FaithInvest
<b>Location</b>	Working remotely, with frequent travel in/to UK and internationally (subject to COVID restrictions)
<b>Reports to</b>	The Board of Trustees via the Chair
<b>Contract</b>	Full-time, indefinite (depending on available funding)
<b>Compensation</b>	The total pay package is £130,000
<b>Application deadline</b>	Midnight, 8 January 2021
<b>How to Apply</b>	Apply with your CV and a covering letter addressing the full person specification via <a href="https://nfp-people.online/applynow/342b7679a9b59aba">https://nfp-people.online/applynow/342b7679a9b59aba</a> . Please bear in mind that FaithInvest will require the details of two referees.

## Background

Faith groups comprise the most powerful values-guided investor block in the world. Potentially, and in many instances in reality, this is a force for positive environmental and social change in the world. However, while faiths have often led the social movement to divest assets from perceived 'bads' such as environmental damage and human rights abuses through progressive ESG strategies, this has not always progressed into increased investing in the greater good. In the financial world, it is easier to articulate what one is *against* as opposed to what one is *for*. Given the need for urgent change to address the pressing environmental, health and social crises facing the world – and implement the Sustainable Development Goals – how faiths intentionally invest has never mattered more.

## About FaithInvest

FaithInvest was established as a UK-registered charity in 2019 to act as a 'bridge' between the faith and investing worlds. We are a membership organisation for religious asset holders and faith-based investors worldwide that supports faiths to align their investments with their values and beliefs, in light of the shared vision of protecting people and planet. While respecting diversity, FaithInvest believes that if faiths can work together to rethink how they use their capital, they can become a more powerful force for good.

We are not fund managers. We do not make investment decisions for the faiths. Instead, we empower the faiths to implement their own ethical investment policies in line with their core beliefs and values. We do so by providing a global membership network, knowledge hub and consolidated voice for faith groups and faith-based organisations engaged in investments.

FaithInvest seeks to act as a catalyst to grow the impact of faith-consistent investing globally through (i) growing its membership, (ii) growing the movement of faith-consistent investing and (iii) generating investment opportunities by matching potential faith-based investors with each other (to share knowledge and experience) and with potentially investable projects (aligned with their core beliefs and values).

FaithInvest grew out of a landmark meeting of faith investors, investment specialists, UN agencies and NGOs in Zug, Switzerland, organised by the Alliance of Religions and Conservation (our founder organisation). The event saw the publication of the [Zug Guidelines](#) outlining the investment priorities for dozens of faith groups. These guidelines form a foundation for much of the work of FaithInvest.

FaithInvest is a small UK-registered organisation in an exciting, start-up phase of operations. It has a small core staff based in UK, Ireland and USA – all working remotely. As Chief Executive, you would lead this small, dynamic team and ensure this exciting new organisation develops to maturity and succeeds in its mission.

## JOB DESCRIPTION

The Chief Executive has overall responsibility for leading the organisation from its current start-up phase to maturity. You will be motivated by multi-faith collaboration and the use of investment capital and business to effect positive change in the world. This is a full-time role, working remotely with extensive travel to the UK and internationally (subject to Covid conditions). The role involves leadership in four distinct categories:

- **The Face of FaithInvest:** Bridges are the symbols of FaithInvest – bridges between religions; between the religious and the investment communities, between faith-based goals and real investment opportunities. A confident and skilled public speaker, you will represent FaithInvest in building the bridges between these diverse communities – understanding the importance of the lens of faith and values while also appreciating the needs of the investment community and sharing our excitement at the potential for changing the way financial markets are motivated.
- **Strategy and Direction:** Working with the Board, the Honorary President and senior team, the Chief Executive will develop and nurture FaithInvest's business plan and strategy. Although there is a preliminary strategy and business plan in place, FaithInvest, like all start-up organisations, will be moulded by its members and staff over time. As Chief Executive, you will be critical to this process.
- **Organisational Management:** FaithInvest has started with a small core team and, as such, needs a Chief Executive who can lead the development of the team and organisation. You will be an experienced people-and-project manager who can attract the right calibre of talented employees as we grow, and guide our various activities as we progress.
- **Fundraising and Business Continuity:** FaithInvest has been successful in attracting preliminary funding for operations for the first three years, but as we proceed the Chief Executive will be responsible for raising the necessary funding and support to enable us to flourish and grow.

## PRINCIPAL RESPONSIBILITIES

### *Leadership*

- Build and consolidate a strong, cohesive leadership team who are able to drive the organisation forward together whilst working remotely.
- Further develop and implement FaithInvest's strategy and business plan.
- Support, guide and monitor the performance of a diverse and dispersed staff, maintaining a positive working environment within the team.
- Build reputation and credibility for FaithInvest within the finance/investment and faith worlds.

### *Organisational Development*

- Achieve, together with the Membership Director, a sound membership base and a deep understanding of the members and their needs as faith-based investors.
- Achieve, together with the Movement Director, a strong network within the religious sector, the ESG and Impact Investment asset management and asset consultant market, the wider investment community and the relevant NGOs.
- Assume primary responsibility for fundraising and securing funding for FaithInvest.

### *Sound Management*

- Oversee the delivery of FaithInvest programmatic priorities.
- Establish systems to monitor and/or manage existing projects and pursue new initiatives with regard to FaithInvest's strategy.
- Oversee FaithInvest's development, financial performance and growth in accordance with approved budgets.

### *Corporate Governance*

- Promote sound corporate governance, including the fostering of an open culture within the team and between all parties, with appropriate disclosure of all material matters.

- Keep the Board informed of all matters on strategic and operational performance.
- Promptly resolve any material governance including, where required, elevation to the Board.

#### *External Representation*

- Be FaithInvest's primary point of contact and the first responsible person for developing FaithInvest's relationships with relevant parties.
- Represent FaithInvest with confidence and credibility in the media, in conferences and webinars, at meetings or other events, with faith groups and the wider investment community, with the support of the Chair of the Board and the Honorary President as required.
- Inspire, reach out and listen to the Members and Partners of FaithInvest.

### **PERSON SPECIFICATION**

#### *Experience*

- Leading and developing not-for-profit organisations, ideally in the areas of faith, environmental and social sustainability, ethical finance/investments.
- High-level representation in the international arena; representing organisations in the public eye.
- Corporate governance: engaging with boards at senior management level, ensuring accountability, compliance and risk management.
- Building key internal systems and policies, for example in the areas of HR, finance, GDPR, due diligence, and donor compliance.

#### *Knowledge*

- Understanding of the context in which faith investors are currently operating, how faith groups manage their investments and/or how ESG and Impact investments are currently managed.
- Well developed professional networks in one or more of the following: multi-faith leadership; ESG finance or Impact Investment or ethical business shaping investment policies; international organisations; philanthropy and funders in the sustainable development/environment/climate/faiths arenas.

#### *Skills*

- Good understanding of strategic and operational planning and ability to think creatively.
- Excellent communication skills: credible, persuasive and able to deliver complex messages to a range of faith and investor audiences.
- Highly organised and able to prioritise tasks and delegate responsibilities.
- Excellent facilitative leadership skills and ability to co-create a great place to work (remotely).

#### *Attributes*

- Personal integrity and strong desire to contribute to the mission of FaithInvest.
- Ability to respond to change and uncertainty, grasping opportunities.
- Sensitivity and understanding of different faiths and cultures; ability to respect this pluralist world and creatively manage such a matrix of differing standpoints and expectations.
- Ability to enthuse and inspire others to join FaithInvest, especially potential funders and members.

### **Compensation**

We pay in-line with prevailing charity rates in England. FaithInvest's Board has approved a total pay package of £130,000 for the appropriate candidate.

### **Location**

Remote working with travel in/to UK and internationally (subject to COVID restrictions), including regular residential team meetings held every 6-8 weeks in the UK. While the role is open to candidates globally, factors such as the candidate's ability to do the job effectively, time zones, the cost of travel (including the impact on our environmental footprint) will be taken into account in the appointment.