

SENIOR PROGRAM MANAGER, SEAFOOD (FIXED TERM CONTRACT)

Job description

Location	London, UK
Hours	Full time, 37.5 hours per week (two days from the London office)
Reports to	Head of Programs, Asia
Start date	1st September 2026 Fixed-term contract: September 2026 – December 2028 (with potential for extension).
Application deadline	3 rd August 2026, 9am UK time

About the Freedom Fund

At the Freedom Fund, we believe in the power of frontline leadership to end modern slavery. We are a collaborative fund that exists to get resources where they are most needed, into the hands of those working directly to dismantle systems of exploitation. Since our founding in 2014, we've invested over \$100 million into community-based organizations across Asia, Africa, and South America, supporting survivors, building movements, and creating lasting change.

We know that human trafficking and forced labor are not abstract issues, they are deeply rooted in injustice, inequality, and systemic failure. As we look ahead to 2030, our new strategy focuses on doubling down on what works: investing in frontline partners, amplifying survivor leadership, influencing global systems, and shifting power and funding to communities. By the end of this strategic period, we aim to directly improve the lives of 2.5 million people currently in or at risk of slavery, strengthen antislavery movements across 11 countries, and mobilize \$350 million in support of our shared mission.

We are committed to being a values-driven employer. Our organizational culture is warm, collaborative, and committed to continuous learning. We strive to be a place where people feel safe, valued, and able to do their best work in service of our vision: a world free of slavery.

About the position

In partnership with Humanity United (HU), the Freedom Fund (FF) works to address forced labour and human trafficking across the interconnected seafood supply chains in the Asia Pacific region. The Asia Pacific seafood program includes a grassroots hotspot approach, working with 9 local partners in Indonesia and strategic individual grants across the wider region and at the global level. Over 70% of the world's seafood is produced in Asia; we aim to create an encircling effect across the region, levelling the playing field and building to a tipping point that culminates in basic minimum standards for the protection of seafood sector workers. With highly interdependent and closed supply chains, we hope that exposure of abuses and strengthening of worker power in seafood supply chains across the Asia Pacific will disincentivize buyers from simply shifting their sourcing when risk or scrutiny rises in one country.

The Senior Seafood Program Manager works closely with our funder and implementation partner, Humanity United, acting as a strategic thought partner to advance our shared goals. The role will hold

overall responsibility for management of the portfolio including program and strategy development, budgeting, monitoring and reporting and grant-making.

The role holder will represent the Freedom Fund at high level sectoral events; engaging with a wide range of stakeholders related to the program, building connections that advance our shared priorities.

This role is a fixed term contract, aligned to our next phase of funding partnership with Humanity United for the Asia Pacific seafood program. The position is expected to commence in September 2026 and continue through to December 2028, with the possibility of an extension.

Responsibilities

Program Oversight and Strategic Leadership

- Leads the Freedom Fund's investments in Indonesia, Thailand, and other locations as requested, ensures alignment with the strategic framework
- In collaboration with HU, set and periodically review hotspot strategies, informed by grantee partners and program team expertise, external evaluations and sector research
- Collaborate with HU on cross-organisational strategy and MEL plans, this may include e.g. quarterly implementation review meetings, retreats
- Conduct joint learning program visits with HU
- Responsible for board deliverables (FF and HU) such as progress reports and board trips in country
- Provide strategic leadership to FF/HU on the regional seafood context

Grantmaking and Portfolio Management

- In collaboration with HU, leads Request for Proposals process aligned with FF grant processes, reviews applications and provides feedback, finalise contracts and results
- Oversee the seafood program portfolio of grants, ensure compliance with FF frameworks and systems as required
- Responsible for maintaining seafood program grants on the Grant Management System as required, including timely payment of grantees
- Read all seafood program grantee reports, share hotspot reports with HU, and provide high-level feedback/analysis to FF and HU in a timely manner
- Responsible for seafood program budgets, reviews management accounts and budget forecasting, as required

Monitoring Evaluation and Learning

- Monitor program performance against objectives, aligning with FF monitoring and evaluation system
- Collaborate with the FF's research team and HU to commission and manage program research and evaluations by independent research institutions
- Embed learning and co-creation with grantee partners within the seafood program
- Collaborate with FF/HU communications teams to disseminate commissioned research and partner research reports

Program coordination

- Hold weekly coordination calls with HU for the seafood program
- Lead regularly call with the FF's Indonesia hotspot team and Thailand advisor
- Leads monthly seafood program calls with all relevant HU/FF teams
- Holds monthly meetings with FF's Responsible Supply Chains team to ensure alignment and coordination across the FF's supply chain strategies and partners
- Join fortnightly meetings with Head of Programs, Asia

Donor and Stakeholder Engagement

- Participate in calls with grantee partners as required
- Represents the FF in relevant regional spaces, in coordination with HU and the FF's Responsible Supply Chains and Partnerships team as relevant (e.g. Osaka Seafood Summit, UNRBHR....)

- Represents the FF in wider stakeholder meetings (government officials, business heads, academics, journalists, etc)
- Write project proposals for the seafood program
- Build and maintain relationships with donors relevant for the seafood program
- Writes high quality external annual program and donor reports for the seafood program as required

Safeguarding, Risk and Operations

- Holds overall responsibility for safeguarding and security across the seafood program
- Ensures compliance with the Freedom Fund's risk and safety procedures
- Supports matrix management of operational staff and coordinates with FF teams on grant processes

Leadership and Team Management

- Line manages a small team responsible for day-to-day operations of the Regional Seafood Program
- Fosters inclusive, value-led culture
- Manages requests for collaboration from other teams within the FF and oversees project planning and Asana

Qualifications and experience

Essential

- Entitled to work in London, UK without work permit sponsorship
- Demonstrated knowledge of corporate accountability and labour rights; knowledge of the landscape of relevant organisations and funders operating in these area
- At least 7 years of project/program management in an international context
- Experience managing program finances
- Experience building and managing relationships with a range of stakeholders such as donors, INGOs, CSO, unions, private sector actors and government
- Experience working with frontline organisations in the Global South
- Experience managing staff and consultants
- Experience making or managing grants
- Knowledge of monitoring and evaluation principles and experience in rigorous monitoring and reporting of program activities
- Demonstrated ability to lead strategy development, preferably with prior experience with philanthropy
- Strong analytical, report-writing, and donor-engagement skills

Desirable

- Knowledge of the seafood sector in Asia and globally
- Knowledge of the global anti-trafficking and anti-slavery landscape
- Experience in systems-change work addressing root causes of complex social issues
- Strong networks with global non-profits and philanthropic partners
- Experience is commissioning and managing external evaluations and research studies

Personal attributes

Essential

- Team player committed to the Freedom Fund's values and passionate about human rights issues
- Ability to work independently, displaying strong initiative in solving day-to-day problems with limited direction
- Ability to motivate and support direct reports and build a high functioning team across multiple geographies
- A strong collaborator who builds relationships with funders and partners to align goals, coordinate activity
- Outstanding oral and written English communication skills and ability to present information in compelling ways
- Strong commitment and track record of implementing principles related to diversity, equity, and inclusion.
- Willingness and ability to travel extensively (estimated 25% of time)

Compensation

- Annual salary: £64,348 - £66,042
- 10% non-contributory pension scheme.
- 25 days holiday, plus bank holidays, additional 3 Christmas holidays
- Generous annual learning and development budget

Application procedure

Applications should be submitted in English and include a CV, cover letter (maximum one page), and contact details of two professional referees, one of which must be the applicant's current / most recent line manager or current / most recent Head of HR. If professional referees are not applicable, personal references are welcomed, providing they are able to speak to the strengths listed in the above description.

Please send applications by email in PDF format to jobs@freedomfund.org, including '**Senior Program Manager, Seafood**' in the subject line before **9am UK time on 3rd August 2026**.

Interview schedule (tentative):

Round 1 interviews: 14th and 17th August 2026

Technical Assessment: 18th -21st August 2026 (*time slot will be discuss with the candidate*)

Round 2 interviews: week commencing 24th August 2026

Please note that only candidates selected for further consideration will be contacted. No phone calls please. **No agencies please.**

The Freedom Fund is an equal opportunities employer. In line with our values of respect, excellence, courage and collaboration, we value the strength of a diverse workforce and strongly encourage applications from people with disabilities, Black, Asian, Indigenous or Minority Ethnic backgrounds, LGBTQ+ and from different socio-economic backgrounds. Applicants must be eligible to work in London. The Freedom Fund will aim to meet candidates' access requirements throughout the recruitment process. If this is applicable, then please notify us.

The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forced labour.

The Freedom Fund offers any candidates with lived experience of trafficking and/or forced labour the opportunity to have an informal and confidential pre-application chat with a member of our team to discuss suitability for the role as well as any reasonable adjustments that may be needed for the recruitment process. This conversation is intended to provide support to the candidate and will not have any negative impact on the recruitment process. Please get in touch at jobs@freedomfund.org

Background checks

As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with the Freedom Fund will be subject to satisfactory pre-employment checks to ensure we recruit only those who are suitable to work with children and vulnerable persons. These checks include Disclosure and Barring Service and/or International Criminal Records Checks, satisfactory references, proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking.

At the Freedom Fund, we are conscious that some candidates may have criminal records resulting from their experience of trafficking and/or forced labour. Applications from individuals with a criminal record, or who have been formerly incarcerated are accepted. We welcome a confidential conversation on this as part of the pre-application chat noted above or at the point of an offer being made.

Any offer of employment or consultancy with The Freedom Fund will only be made following successful background checks conducted on the applicant. Such checks may be updated periodically during the period of employment or consultancy. Initial checks will only be undertaken at the point of a job offer being made, and always with the prior permission of the candidate.