

The Freedom Fund Head of HR

Candidate pack



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A letter from our CEO

This year marks the centenary of the Slavery Convention, when the international community committed to end slavery in all its forms. Yet, 100 years on, exploitation thrives around the world. The purpose of the Freedom Fund is to change that.

This year also marks my last as CEO. I will be leaving in December with enormous gratitude for my colleagues, our frontline partners and our supporters. Difficult though it is to leave, I will do so knowing the organisation is in peak health, with a powerful new strategy in place, robust finances and an outstanding team.

Since 2014 we have directly reached nearly 1.8 million people across 12 countries and strengthened the resilience of 12 million more against exploitation. Those numbers matter. But it is the deeper, systems-level change of which I am most proud: more than 300 organisations made more sustainable, connected and effective – nearly half led by survivors; a growing commitment to evidence-based research and interventions; laws that better protect vulnerable workers and deliver justice; and new donors funding the fight against modern slavery.

With a big second gift from MacKenzie Scott in November 2025, we are primed to deliver even greater impact. Against a backdrop of shrinking funding and rising threats to human rights work, Scott's generosity is both an endorsement of the collaborative funding model and a powerful vote of confidence in our results.

It also carries enormous responsibility. We believe the best way to honour her gift, and those of our other generous funders, is to put these resources into the hands of frontline leaders too often overlooked by philanthropy. That means deepening support for survivor-led organisations and giving our partners more flexibility and autonomy in how they use funding. It allows us to continue to grow key programs in Brazil, Nigeria, Bangladesh and elsewhere, launch a new child marriage-focused hotspot in Uganda and recommit to advocacy and legal strategies addressing forced labour in supply chains – even as other funders have withdrawn from the corporate accountability space.

The Freedom Fund rests on a conviction that modern slavery is not intractable – that with the right resources, knowledge and leadership, communities exploited for generations can experience freedom. Our partners demonstrate this every day, dismantling systems of exploitation that many assumed were permanent. That work continues. I'm honoured to have played a part in it and will be cheering the Freedom Fund and its partners on as they drive ever greater change in the years ahead.

Nick Grono
CEO, The Freedom Fund

A woman wearing a straw hat and a patterned skirt is rowing a wooden boat on a body of water. The boat is filled with various items, including a large black pot and some colorful fabrics. In the background, there are some structures and a body of water.

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THE FREEDOM FUND

Head of HR

Location

London (minimum 2 days per week in the office)

Hours

37.5 hours per week

Reporting to

Managing Director, Finance & Operations

Start Date

ASAP

The opportunity

Investigo is proud to be exclusively partnering with the Freedom Fund on this business-critical appointment and welcomes applications from experienced global HR leaders seeking to join an organisation that has positively impacted almost two million lives worldwide.

This is an exciting opportunity for a highly skilled and experienced HR generalist to join one of the world's leading international anti-slavery organisations. As the Freedom Fund enters a significant phase of organisational evolution, they are seeking a dynamic and commercially minded HR leader to help guide and support the organisation through this period of change.

Leading a London-based HR team of 2-3 employees, the successful candidate will have the opportunity to make a visible and lasting impact across a global organisation of approximately 70 employees operating in 10 countries. Responsible for designing and delivering the people strategy, this role will work in close partnership with the CEO, Managing Director of Finance & Operations, and wider senior leadership team to shape the organisation's approach to people, culture, wellbeing, organisational effectiveness and performance.

Reporting directly to the Managing Director, Finance & Operations and sitting on the Wider Management Team (WMT), this is a genuinely strategic leadership position with broad operational responsibility and significant influence across the organisation.

The role would particularly suit individuals with experience gained within international charities, NGOs, donor-funded organisations or global SMEs, who thrive in mission-driven environments and enjoy operating across multiple geographies.

Based at the Freedom Fund's central London office near King's Cross, the role provides support to employees and managers across the United States, Brazil, Nigeria, Ethiopia, Kenya, Bangladesh, Nepal, Uganda and Indonesia.

About The Freedom Fund

The Freedom Fund believes in the power of frontline leadership to end modern slavery. As a collaborative fund, the organisation exists to direct resources to those best placed to drive change: frontline organisations working to dismantle systems of exploitation and support vulnerable communities.

Since its founding in 2014, the Freedom Fund has invested more than \$100 million into community-based organisations across Asia, Africa and South America, supporting survivors, strengthening movements and driving lasting systemic change.

Human trafficking and forced labour are deeply rooted in injustice, inequality and systemic failure. Through its 2030 strategy, the Freedom Fund is focused on scaling what works by:

- Investing further in frontline partners
- Amplifying survivor leadership
- Influencing policies and systems globally
- Shifting power and funding directly to communities

By the end of this strategic period, the organisation aims to:

- Improve the lives of 2.5 million people who are currently experiencing, or are at risk of, slavery
- Strengthen anti-slavery movements across 11 countries
- Mobilise \$400 million in support of its mission

The Freedom Fund is committed to being a values-led employer. Its culture is collaborative, supportive and centred around continuous learning, creating an environment where employees feel valued, empowered and able to do their best work in pursuit of a world free from slavery.

To learn more about the Freedom Fund's impact, hear from CEO Nick Grono and Managing Director of Programmes Havovi Wadia, and see first-hand how the organisation is transforming lives globally, please visit: [Impact Report 2025 | Ending modern slavery | The Freedom Fund](#)

Key Programmes and Strategic Priorities

This role offers the opportunity to lead several high-profile people initiatives, including:

- Shaping and embedding the organisation's future culture and people strategy.
- Leading the HR elements of the EDIB Action Plan, with a particular focus on representation, inclusion and belonging across a diverse international workforce.
- Strengthening global HR frameworks, policies and employee handbooks across multiple jurisdictions.
- Leading organisational change initiatives and supporting the continued evolution of the global operating model.

Key Challenges

This is a highly rewarding but genuinely complex leadership role requiring a resilient, commercially minded and globally aware HR professional.

Key challenges include:

- Supporting employees across multiple countries, cultures and employment frameworks.
- Helping drive and sustain a high-performing culture within a fast-paced organisation with ambitious goals.
- Leading complex global reward activity, including remuneration reviews and benefits projects.
- Providing trusted advice, support and challenge to senior stakeholders through periods of change, growth and transformation.

Key Responsibilities

HR Strategy, Leadership & Governance

- Lead the development and delivery of the global HR strategy across an organisation of approximately 70 employees operating in 10 countries.
- Ensure legal compliance across all HR activities globally, including engagement with in-country employment law advisors where required.
- Provide HR insight, analytics and recommendations to the Senior Leadership Team and Board.
- Manage HR budgets and partner with Finance to ensure accurate workforce planning, staffing budgets and forecasts.
- Lead, develop and support the HR team, currently comprising an HR Manager and Operations Officer.

Employee Experience, Employee Relations & Development

- Provide timely, high-quality employee relations and change management advice to senior leaders.
- Lead the people-related elements of the Freedom Fund's Equity, Diversity, Inclusion and Belonging (EDIB) strategy and action plan.
- Oversee the full employee lifecycle, including attraction, onboarding, performance management, development, engagement, retention and offboarding.
- Partner with managers to identify learning and development needs and build organisational capability globally.

Global Employment, Reward & Workforce Planning

- Lead global reward and benefits programmes, ensuring the Freedom Fund remains competitive in attracting and retaining high-performing talent.
- Oversee global employment arrangements, including relationships with Employers of Record, payroll providers and the organisation's UK visa sponsorship programme.
- Ensure recruitment processes remain fair, safe, compliant and aligned to workforce planning requirements.

Key Responsibilities

HR Operations, Systems & Compliance

- o Develop and maintain global HR policies, procedures and employee handbooks.
- o Oversee the effective utilisation of HR systems, including PeopleHR, ensuring employee records are accurate, secure and maintained appropriately.
- o Lead key HR projects, including the Survivor Employment Pathways Programme, whilst contributing to wider organisational initiatives including EDIB.

Wider Organisational Contribution

- o Work collaboratively across the Finance & Operations function to deliver joined-up organisational support.
- o Act as a member of the Wider Management Team (WMT).
- o Prepare HR reports and papers for the Senior Leadership Team and Board as required.
- o Undertake any other duties commensurate with the responsibilities of the role.



Qualifications & Experience

Essential

- Significant HR leadership experience within the charity, NGO, donor-funded or international development sector.
- Strong HR generalist background with experience operating at both strategic and operational levels.
- Proven ability to influence and engage senior stakeholders.
- Experience supporting geographically dispersed workforces across multiple countries and cultures.
- Strong understanding of international employment practices, with sensitivity to differing cultural and regional contexts.
- Extensive experience managing complex and sensitive employee relations matters from initial assessment through to resolution.
- Excellent written and verbal communication skills.
- Comfortable engaging with diverse stakeholders from a wide range of backgrounds.
- A commitment to learning and developing an understanding of the complexities surrounding modern slavery.
- CIPD Level 5 (Associate) or above, or equivalent professional experience supported by ongoing professional development.

Personal Attributes

Essential

- Committed to the Freedom Fund's vision, mission and values.
- Highly empathetic with strong emotional intelligence and sound judgement.
- Able to act as a trusted advisor while balancing organisational needs with fairness and consistency.
- Highly organised with excellent attention to detail.
- Strong work ethic and a proactive, solution-focused mindset.
- Excellent communication, presentation, coaching and facilitation skills.
- Comfortable working independently and taking ownership with minimal direction.
- Able to manage multiple priorities and deadlines while remaining calm and organised.
- Strong analytical and problem-solving skills.
- Comfortable working within a highly diverse and internationally representative environment.

Reward & Benefits

- Salary: **£79,123 - £81,205 per annum** (dependent on experience)
- 10% non-contributory pension scheme
- 25 days annual leave plus public holidays
- Season ticket loan
- Cycle to Work scheme

Application Process

The closing date for applications is **5:00pm on Friday 30 October**.

To be considered, please send the following to
richard.grove@weareinvestigo.com:

- An up-to-date CV, including explanations for any gaps in employment.
- Proof of your right to work in the UK (e.g. passport, indefinite leave to remain, visa documentation).
- A covering letter (maximum one page) outlining:
 - Why you are interested in joining the Freedom Fund.
 - Why you believe you are well suited to this opportunity.

Diversity, Equity & Inclusion

The Freedom Fund is an equal opportunities employer. In line with its values of respect, agility and excellence, the organisation believes a diverse workforce strengthens its impact and actively encourages applications from people with disabilities, Black, Asian and Minority Ethnic backgrounds, LGBTQ+ communities, individuals from different socio-economic backgrounds, and those with lived experience relevant to its work.

The Freedom Fund is committed to meaningful survivor inclusion and leadership. Particular consideration will be given to applicants with lived experience of trafficking and/or forced labour.

Applicants with lived experience of trafficking and/or forced labour are invited to request an informal and confidential pre-application conversation with a member of the Freedom Fund team to discuss the role, suitability and any reasonable adjustments required during the recruitment process. This conversation is intended solely as support and will have no bearing on selection decisions.

Background Checks

As part of its commitment to safeguarding children and vulnerable people, any offer of employment will be subject to satisfactory pre-employment checks. These may include:

- Disclosure and Barring Service (DBS) and/or international criminal record checks.
- Employment references.
- Verification of right to work in the UK
- Screening against the Office of Foreign Assets Control (OFAC) sanctions database.

The Freedom Fund recognises that some candidates may have criminal records resulting from experiences of trafficking and/or forced labour. Applications from individuals with criminal records or previous convictions are welcomed, and the organisation is happy to discuss individual circumstances confidentially as part of the recruitment process.

Any offer of employment will only be made following successful completion of the relevant background checks, which will be undertaken only with the candidate's prior consent.



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