

Recruitment pack

Co-Executive Director - Development & Impact

Closing date

Sunday 2nd November 2025 11.59pm



**PEOPLE'S
ECONOMY**

Thank you for your interest in working at People's Economy.

We are looking for people who:

- Are passionate about addressing economic injustice
- Bring experience growing mission-led organisations in a values-led way
- Are committed to shared leadership, and
- Are excited about leading our journey to reimagine how we make decisions and distribute power more widely.

Key details of role

Role: Co-Executive Director - Development & Impact

Salary: £58,060 FTE with progression points available after probation

Location: Remote with regular in-person team days across the UK every six weeks and other potential required UK travel. Preference for candidate willing and able to travel to mutually agreed locations for regular in-person working days with the other Co-Executive Director (who is based in London)

Hours: 0.8 - 1 FTE (30-37.5 hours per week)

Contract: Permanent

Benefits: 7% pension contribution, 30 days annual leave in addition to bank holidays (pro rata), personal training and development budget, flexible working, subsidised counselling offer, Union recognition, enhanced sick leave, enhanced parental leave

Application deadline: 11:59pm, Sunday 2nd November 2025

Online Open House: Candidates are invited to attend an information webinar and to meet some of the team (including the other Co-Director) on Wednesday 8th October at 12pm or Thursday 23rd October at 5pm. Both webinars will cover the same content, so there is no need to attend both.

To attend please register [here](#) for the 8th, or [here](#) for the 23rd.

Interview dates and location: First-round interviews will take place on the 18th, 19th and 24th of November via Zoom. Second-round interviews will take place on either the 9th, 10th or 11th of December, in-person in London.

If you will be unavailable for any of these dates please mention this in your application email.

Diversity, inclusion and anti-oppression: We are particularly keen to receive applications from members of communities experiencing economic injustice, and people working for change as part of these communities. We also strongly encourage applications from people who are: women and non-binary people, from Black and Asian backgrounds or are other people of colour, or members of other marginalised groups.

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About People's Economy

People's Economy aims to build the agency and power of people facing injustice and working for social change so that they have the expertise, capabilities and resources to develop their own analysis of how the economic system is a root cause of the injustice they face, develop strategies to change it and then take action with others. Our vision is for a world with economies that meet the needs and priorities of people currently experiencing economic injustice.

To achieve this, we work to support changemakers embedded in communities experiencing economic injustice to imagine, understand, analyse and plan the economic change they want to see, and to take action to empower themselves and their communities, build alternatives and influence dominant institutions. We also work to create better conditions for changemakers to create economic change.

We have programmes working with groups in North Wales, Birmingham, Hartlepool and London and with the migrant justice and youth organising sectors and an emerging community of practice to connect people across areas. We're also in the middle of a movement collaboration project looking at how to increase the quantity and quality of collaboration between grassroots groups and the professional new economy sector.

We are midway through our [five-year strategy](#) and currently working to continue to deepen and scale our work across different regions and themes. This role, alongside the existing team and our trustees, will be crucial to overseeing this work and ensuring that we are carrying out our mission effectively.

You can find out more about our current work and team by visiting peopleseconomyuk.org.

About our team culture and ways we work together

At our heart we're a relational team, we make space to support and encourage each other and celebrate the small wins. We try to imbue our interactions with a genuine sense of care for each other as whole people. We think carefully about building relationships, especially with the team working remotely around the country - we gather in person every six weeks at our team days to connect with each other, talk about strategy and eat some good food together.

We know that being a flexible and supportive workplace is what enables people to do good work. We work to build trust with each other and offer this flexibility where possible through remote working, core working hours, enhanced leave policies and flexible, supportive approaches to line management.

Our team is much bigger than the staff. We know working collaboratively is the only way to achieve our mission. Our team is also formed of community partners and grassroots groups up and down the country, our trustees and many other freelancers and collaborators. We're all connected by a deep investment in our work and a desire to work strategically to achieve our mission.

We know a big part of this is investing in people's development and leadership, working to give people a sense of autonomy over their work and providing opportunities to develop skills and experience accordingly. We provide a £1000 staff annual personal development budget to support this.

We're thinking actively about what it means to be building a culture we're proud of and that embodies our mission. We want whoever joins our team to take part in exploring that. Here's some of the questions we're holding:

- How do we balance a commitment to gain input and team consensus with empowering people in their roles - moving quickly when needed and giving enough clarity about how decisions are made?
- How do we keep ensuring flexibility and support for staff whilst ensuring consistency and enough clarity through formal policies and processes?
- With the team working across the country, how do we make sure people don't feel isolated and continue to offer enough spaces for relationship building and connection?
- How do we make more room and build the muscle for conflict that is generative and enables us to challenge each other with care?

Who we are looking for

We aim to make diversity, inclusion and anti-oppression a central part of everything we do. You can read our diversity, inclusion and anti-oppression policy, and our linked recruitment policy, [here](#).

Economics is underpinned by a way of thinking dominated by white men who have studied and worked in a small number of institutions. We are looking for people that bring a different perspective. To this end, when candidates are of equal merit, we will prioritise selection and appointment of people with identities and backgrounds that are currently under-represented in People's Economy, economics and the charity sector.

We are particularly keen to hear from people who are:

- From communities experiencing economic injustice (e.g. working-class or economically marginalised backgrounds)
- Female or non-binary
- from Black and Asian backgrounds or are other people of colour
- working for change as part of a community that has experienced economic injustice - we refer to people doing this as 'changemakers'.

We also warmly welcome applications from people who are members of other marginalised groups for example due to disability, religion, gender identity or sexuality.

Job description and person specification

Please read this job description and person specification carefully to help you write your cover letter and tell us how you meet our requirements for the role. We are looking for potential from applicants.

Job title	Co-Executive Director - Development & Impact
FTE	0.8 - 1 (30–37.5 hours per week)
Job Grade	Grade 1 - £58,060 FTE
Location	Remote with regular in-person team days across the UK every six weeks and other potential required UK travel. Preference for candidate willing and able to travel to mutually agreed locations for regular in-person working days with the other London-based Co-Executive Director
Reports to	Board of Directors
Responsible for	To be determined based on the specific skills and experience of the successful candidate, but likely three employees including the Head of Community and the Head of Operations and People

Job description

The *Co-Executive Director – Development & Impact* is a new role created as we shift to a shared leadership model.

They will provide joint leadership for People's Economy, inspiring and driving our team, community and partners to achieve our mission. They will focus on building and strengthening the organisation by ensuring we have the systems, resources, knowledge and processes in place to scale our programmes and deliver our strategy effectively.

This position will lead development of cross-cutting organisational functions, initially focusing on governance, monitoring and evaluation, communications and community-building, while our other Co-Executive Director focuses on programme development, delivery and championing and developing our strategy. Together they will guide the organisation through the next phase of our strategy, working to deepen and scale our work in a sustainable way. They'll also share joint responsibility for income generation and business development. We're open to different approaches for this, in line with candidate experience, including trust and foundations, major donor relationships, individual giving or other revenue-generation models.

This is a **generalist leadership role** focused on building organisational capacity rather than holding deep specialist expertise in all areas. The postholder will instead assess what we need to strengthen the systems that support our programmes and make it happen.

Strategic Development and Impact

- Build organisational capabilities to enable sustainable, values-aligned growth
- Lead development of cross-cutting organisational functions to support delivery of our programmes and strategy. The initial focus is on three identified areas:
 - Governance
 - Monitoring, evaluation and learning (MEL)
 - Communication and community buildingfurther details on these are outlined below
- Beyond these three areas, identify and coordinate further strategic development priorities across the organisation
- Work closely with the other Co-Director to support, develop and resource the cross-cutting programme functions (training, collaboration, content development etc) which underpin powerful grassroots economic change work.

Governance

- Lead board management and board strategic planning processes
- Design and test governance reform plans to be led 'by and for' the communities we work with

Monitoring, Evaluation and Learning

- Lead on creating monitoring, evaluation and learning systems and processes to be applied across People's Economy
- Coordinate bi-annual reviews and external evaluations
- Embed a learning culture across the organisation
- Share insights with Co-ED – Programmes & Strategy to inform strategic direction

Communications and Community Building

- Lead People's Economy's communications strategy, to grow awareness, reach and engagement with our mission and work
- Support the Head of Community to implement the communications strategy, keeping oversight of all our communications outputs
- Support the team to develop and deliver a strategy for a community building and developing a network for alumni of our programmes
- Work with the the team to build systems and processes for managing participants and stakeholders
- Represent People's Economy externally where appropriate

Fundraising and Business Development

- With the Co-Executive Director hold joint lead responsibility for income generation and business development and be responsible for meeting income generating targets agreed with the Board
- Oversee funder reporting and relationship management
- Oversee all other financial and business planning processes

Team Leadership

- Line manage members of the staff team. Specifics on this will be determined based on the individual skills and experience of the successful candidate, but will likely involve three employees including the Head of Community and the Head of Operations and People
- Assume Joint responsibility with Co-ED Programmes and Strategy for leadership on organisational culture and DIAO (Diversity, Inclusion and Anti-Oppression) work

All *People's Economy* employees are expected to:

- Always act in the best interests of *People's Economy* and work in line with *People's Economy's* stated principles and values
- Comply with *People's Economy* policies and procedures
- Implement the organisation's commitment to Diversity, Inclusion and Anti-Oppression in their work
- Contribute to organisation-wide processes and development of practice
- Maintain confidentiality in all areas relating to *People's Economy*
- Contribute to organisation-wide processes and development of practice
- To be flexible and co-operative and to undertake any other reasonable duties that support the needs of the organisation, as requested by the Executive Director or Board of Trustees

This job description is not necessarily an exhaustive list of duties but is intended to reflect a range of duties the post-holder will perform. The job description will be reviewed regularly and may be changed in consultation with the post-holder.

Person specification:

Essential	Desirable
Significant experience of strategic leadership within a values-aligned organisation	Experience of working with or developing power-sharing / participatory governance models
Significant experience of team and line management within a values-aligned organisation	Experience in developing values-aligned finance strategies
Strong track-record of income generation (e.g. trusts/foundations, major donors, individual giving or other routes)	Experience in building reflective and learning-oriented internal cultures
Alignment with our organisational values and mission	Aptitude for data-led decision-making

<hr/> <p>Commitment to and aptitude for this shared leadership model</p> <hr/> <p>Ability to build and maintain strong stakeholder and participant relationships</p> <hr/> <p>Strong senior aptitude in at least three of:</p> <ul style="list-style-type: none"> • Strategic governance • Change management • Community and/or movement building • Communications • Monitoring, Evaluation and Learning • Diversity, Inclusion and Anti-Oppression 	<p>Experience of working directly with communities experiencing economic injustice</p> <hr/> <p>Aptitude for conflict management</p>
<p>Mindset and values (essential for all People's Economy staff)</p> <ul style="list-style-type: none"> • Committed to and excited by <i>People's Economy's</i> mission of doing long-term work with people experiencing economic injustice across the UK to collectively understand, reimagine and change the economy. • Committed to our values of diversity, inclusion and anti-oppression. • Able to reflect and learn, including sharing failures and uncertainties. Openly taking feedback from the team and members of <i>People's Economy's</i> community on your behaviours and work. • The emotional intelligence to empathise with and appreciate others, creating opportunities for those you work with to grow and develop. 	

How to apply and how the process will work

Submitting an application

To apply for this role please submit your CV and a cover letter to careers@peopleseconomyuk.org with the subject line 'Co-Executive Director - Development & Impact Application'. Your cover letter should address the following questions and be no longer than one A4 page:

1. Why do you want to be part of the People's Economy team?
2. How do your skills and experience meet what is set out in this Job Description?

To be considered for the role you must submit your application by the deadline. Please also complete a [Diversity Monitoring Form](#), this is not mandatory but helps us ensure we are reaching everyone, and informs whether we should make changes to improve our roles and recruitment practice.

We want to see people at their best and so of course will make any reasonable adjustments relating to long-term conditions or disabilities that you need to help you perform at your best. Please let us know if this applies to completing your written application. We also ask you to let us know when submitting your application if you have any requirements for accessibility-related adjustments if you are selected for an interview.

Let's also name the elephant in the room! Sometimes we all experience a bit of imposter syndrome. At People's Economy, we lean into this feeling. We believe that imposter syndrome is a manifestation of the oppression many of us face day to day. You don't have to tick all the boxes for each role to apply. If you feel a pull towards a specific role and believe you could make a difference we would love to hear from you!

Online Open House

Come and meet us! Candidates are invited to attend an information webinar and to meet some of the team (including the other Co-Director) on Wednesday 8th October at 12pm or Thursday 23rd October at 5pm. Both webinars will cover the same content, so there is no need to attend both.

To attend please register [here](#) for the 8th, or [here](#) for the 23rd.

Interviews

Following selection of applicants, there will be two rounds of interviews.

First-round interviews will take place on the 18th, 19th and 24th of November via Zoom. Second-round interviews will take place on either the 9th, 10th or 11th of December, in-person in London.

If you will be unavailable for any of these dates please mention this in your application email.

If you are invited to interview you can let us know if you need us to cover travel, childcare or similar costs to allow you to attend the interview. We usually don't dress formally for work, so please wear whatever you feel most comfortable in for the interview.

The interview will involve a structured set of questions designed to test whether you have the key skills and experience for the role. We will send the questions to you in advance.

The second-round interview will involve a combination of structured questions and tasks, as well as an opportunity to meet the wider staff team. We will provide a further detailed agenda and preparation brief in advance to all candidates who are invited to this stage.

References and eligibility checks

Once we have identified a preferred candidate via the interview process, we will carry out reference checks and legally required checks of eligibility to work in the UK before making a final job offer.

How we will process your application data

We set out in our [data notice](#) for applicants how we will treat the data that we gather about you as part of the recruitment process.