



# Executive Director, External Affairs

## Appointment Brief

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May 2026

# Welcome Letter

Dear candidate,

The Mines Advisory Group (MAG) stands at a pivotal moment in its history. Around the world, geopolitical shifts, donor realignments and escalating humanitarian needs are transforming the landscape in which we work.

Traditional sources of aid are under growing pressure and funding models that once felt stable are being redefined. Yet amidst this uncertainty, MAG's mission to save lives, ease suffering and help communities rebuild after conflict has never been more vital or more urgent.

Despite these challenges, we enter this period with confidence and momentum. The recent award of the Conrad N. Hilton Humanitarian Prize, the world's largest and most prestigious humanitarian award, recognises not only MAG's enduring impact but also its potential to shape the future of humanitarian mine action and armed violence reduction.

Ensuring MAG is well positioned to respond strategically and coherently to both the opportunities and pressures that our context presents is at the heart of this exciting opportunity.

The role of Executive Director, External Affairs is a unique opportunity to have strategic oversight of a critical enabler of MAG's work, ensuring we are strongly positioned to increase our impact, extend our influence, and fund our ambition.

The EDEA is critical to ensuring MAG can broker new opportunities, develop and advance partnerships, and open doors in emerging and non-traditional markets to secure the support required to sustainably deliver MAG's mission in an increasingly complex and contested environment, amidst rising levels of need.

Our Strategic Framework 2024–2028 sets out a bold ambition: to have maximum impact and maximum influence on behalf of communities effected by conflict. Delivering these ambitions requires creative, strategic and values-driven leadership, coupled with a determination to drive change. This is an extraordinary opportunity to join an organisation that is both deeply rooted in its humanitarian principles and bold in its vision for the future.

The Executive Director, External Affairs is a chance to be part of building a movement of partners and supporters who share our determination to create a safer, more dignified future for all.

If you share that belief, we would be delighted to hear from you.

With warm regards,

**Darren Cormack**  
Chief Executive



Be part of building a movement to create a safer future for all.

# About Us

The Mines Advisory Group (MAG) is a global humanitarian, development and peacebuilding organisation founded in 1989. For more than three decades, MAG has delivered life-saving and life-changing work in over 70 countries: removing landmines, unexploded bombs and weapons that threaten lives and helping communities recover and rebuild after conflict.

Today, MAG operates in more than 35 countries and has helped over 22 million people live safer lives.

Our programmes save lives, protect human rights, enable development and lay the foundations for peace and stability.

## Our Mission

To save lives, ease suffering and enable sustainable development by limiting the causes and addressing the consequences of armed violence and conflict.

## Our Values

**DETERMINED** – We work with purpose.

**EXPERT** – Through excellence and expertise, we build trust.

**INTEGRITY** – We strive to do the right thing.

**COMPASSION** – People come first in everything we do.

**INCLUSIVE** – We are inclusive and we value diversity.

Guided by its Strategic Framework 2024–2028, MAG's future vision is clear.

We have two aims:

- 1 Increase our impact:** Deliver high-quality, large-scale programmes that save lives and support sustainable recovery from conflict.
- 2 Extend our influence:** Use our experience and credibility to shape global policy, ensuring the voices of affected communities are heard and respected.

This is enabled by three priority areas of organisational focus:

- 1 Strengthening of our systems**  
To drive efficiencies that support programme delivery and impact.
- 2 The funding of our ambition**  
Through the raising of more money and ensuring efficiency in how we work.
- 3 A focus on our people and culture**  
Building an inclusive, global workforce, ensuring we have the skills, capacity and culture to deliver our programming and increase our impact.



### MAG's Vision

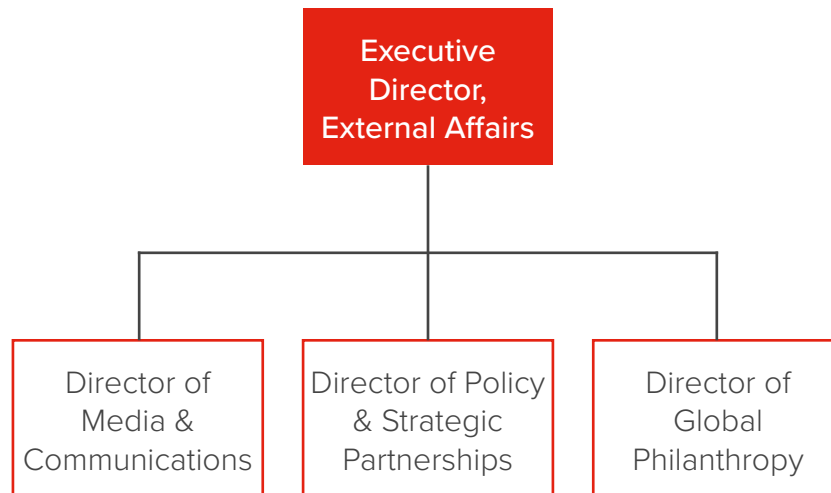
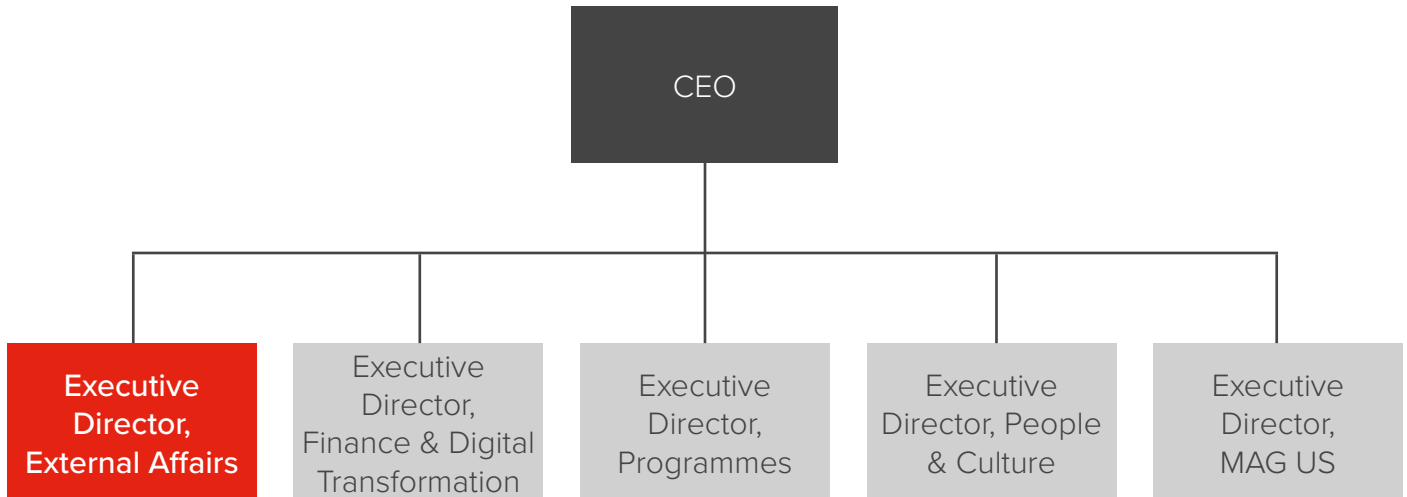
A world in which everyone can live free from the enduring and devastating consequences of armed violence, conflict and their legacy.

## Financial Information

Income in 2024: £99,273	Expenditure in 2024: £99,037
Charitable activities: £98,136	Charitable activities: £98,431
Donations: £877	Raising funds: £606
Other income: £241	
Other: £19	



# Organisation Chart



# Role Description

## JOB TITLE

Executive Director, External Affairs

## SALARY

c.£110,000, flexible, depending on location

## LOCATION

Hybrid/International

## REPORTING TO

CEO

## DIRECT REPORTS

Director of Media & Communications,  
Director of Policy & Strategic Partnerships,  
Director of Global Philanthropy

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## Background / context

MAG enters 2026 amid a period of profound geopolitical disruption, donor realignment, and erosion of long-standing humanitarian funding models. With traditional government donors reducing or redirecting core assistance, and with global conflict-driving contamination and humanitarian need rising sharply, the organisation must strengthen its influence, visibility, partnership base, diversifying income streams to remain sustainable and impactful. Working closely with MAG CEO and Executive Director MAG US, this role sits at the heart of MAG's strategic response to these pressures.

## Purpose

The Executive Director, External Affairs (EDEA) is an important new post within MAG's streamlined Executive Team, created as part of the leadership structure to strengthen agility, coherence and long-term organisational resilience amid profound geopolitical change, shifting conflict dynamics and the realignment of humanitarian and security funding.

The role integrates leadership of policy and advocacy, strategic partnerships, media and communications, and global philanthropy and fundraising, ensuring that MAG speaks with one voice, positions itself effectively in relevant markets.

The EDEA will assist in brokering new opportunities for MAG by developing and advancing partnerships, opening doors in emerging and non-traditional markets, and securing the financial support required to sustainably deliver MAG's mission in an increasingly complex and contested environment. Key to this role will be the ability to articulate the relevance of MAG's work in ways that resonate with policymakers, alliances and new partners, including the security and defence industry, while safeguarding MAG's humanitarian principles.

Through senior-level representation, strategic foresight and innovation, overseeing an established and senior team, and working closely with the CEO, the EDEA will shape MAG's external posture ensuring MAG remains influential, sustainable and future-ready.

# Responsibilities

## Strategic Responsibilities

### Communications and Thought Leadership

Own MAG's global "voice": positioning MAG as a thought leader, leading a unified external communications strategy - media, public affairs, narrative, storytelling, advocacy, visibility - ensuring consistent, compelling messaging to varied audiences (donors, governments, public, private sector, tech community). Elevate MAG's profile globally so MAG is top-of-mind with key audiences.

### Diversified Income and Innovative Funding Sources

Proactively identify and develop presence in under-served or emerging markets overseeing, identifying and developing non-traditional funding streams: corporate partnerships (private sector), social finance, impact investing, "blended finance", impact-driven philanthropy, tech / innovation-driven funding.

### Innovation and Foresight

Establish frameworks for innovation, cross-unit collaboration, experimentation, "venture-type" projects (e.g. new funding models, technology-driven approaches, social enterprise, private sector collaborations). Foster a culture that encourages "what's next": new ideas, pilot projects, risk-taking — while ensuring alignment with MAG's mission and values.

### Cross-Sector and Cross-Issue Partnerships

Seek partnerships that connect MAG's core work with wider sector actors, including education, environment, conservation, climate resilience, humanitarian protection, health, technology, innovation. Drawing on new and innovative partnerships to complement MAG's positioning and funding landscape.

### Risk and Strategic Positioning

Monitor geopolitical, donor, funding, policy, market trends, and emerging global issues

(e.g. climate change, migration, technology disruptions) that may affect MAG's work. Provide senior leadership with early warning of threats and opportunities; helping to guide, in closer partnership with the Executive, strategic decision-making, prioritisation, and resource allocation.

## Job Description

### Executive Leadership and Strategic Stewardship

- Serve as a member of MAG's Executive Team, contributing to organisational strategy, leadership coherence and collective accountability in a period of significant transition and transformation.
- Act as a strategic adviser to the CEO and Board, providing clear insight on MAG's strategic positioning externally.
- Champion a culture of stewardship, transparency, innovation and continuous improvement, aligned with MAG's values and humanitarian mandate.
- Strengthen organisational coherence by integrating previously separate external affairs functions, into a single directorate working effectively across MAG.
- Ensure MAG's external work reflects its humanitarian principles, organisational values, effectively stewarding existing relations, and articulating MAG's value proposition to senior decision-makers across government, multilateral institutions and defence and security sectors — ensuring MAG is understood not only as a humanitarian operator, but as a strategic contributor to security, stabilisation and recovery agendas.
- Build and maintain high-level partnerships with research institutions, INGOs, multilateral agencies, governments and civil society actors, including in the Global South.
- Represent MAG externally, ensuring a credible, open and approachable style.

## 10 Responsibilities cont.

- Deliver results through leadership behaviours which enable, support, and facilitate direct reports to succeed, and be accountable to the CEO for delivering across the portfolios.

### Department Leadership

- Provide unified strategic oversight of all external-facing functions: policy, advocacy, government relations, strategic partnerships, media, communications, brand, philanthropy and fundraising.
- Support, coach and guide direct reports to deliver results across their portfolios, working in a way that reflects their seniority and technical expertise.
- Ensure effective collaboration between portfolios (Policy, Advocacy & Strategic Partnerships; Media, Communications & Brand; and Global Philanthropy, Partnerships and Income Diversification), identifying opportunities for new initiatives and where appropriate strengthening existing ones.

### Impact and Implementation

- Oversee MAG's global policy agenda and influence strategy across humanitarian mine action, IHL, disarmament, and post-conflict recovery.
- Ensure effective engagement and representation at international fora, including humanitarian, development, security and defence policy platforms, where new influence, partnerships and funding opportunities can be unlocked.
- Lead the development of policy narratives and engagement strategies that resonate with defence and security audiences, translating humanitarian mine action into language relevant to security policy, alliance priorities and geopolitical decision-making.
- Provide executive oversight of all global media and communications work, ensuring and enhancing MAG's role as a thought

leader and authoritative voice on conflict and disarmament work.

- Protect and advance MAG's reputation through proactive media strategy, high-level engagement aligned to programme development priorities and funding ambitions.
- Drive diversification of MAG's income, recognising this as a central objective of MAG's Strategic Framework.
- Oversee MAG's global philanthropy and high-value partnerships strategy, working closely with the Global Director of Philanthropy, MAG US Director of Philanthropy and MAG US Executive Director.
- Provide direct senior-level representation and oversight of partnerships in emerging and non-traditional markets, including engagement with governments, regional organisations, sovereign actors and private sector partners in regions of growing geopolitical and security significance.
- Oversee and ensure the effective stewardship of a portfolio of major donors, foundations, corporate partners and networks at six- and seven-figure levels.

### Compliance and Risk Management

- Ensure all external engagement complies with MAG standards, legal frameworks, ethical fundraising norms and safeguarding responsibilities.
- Oversee systems for data-driven planning, forecasting, analysis and performance measurement across external affairs.
- Provide regular reporting to the CEO and Board on influence, partnerships, communications, fundraising and overall risk profile.
- Uphold the highest standards of integrity, transparency and accountability across all public-facing work.



## Key Stakeholders/Collaborators:

As the Executive Director, External Affairs, you will be expected to forge strong relationships with other members of the Executive Team to ensure cohesive and effective leadership of the organisation.

The Executive Director of Programmes will be a key stakeholder and collaborator and the roles are expected to work closely together to ensure ongoing alignment between programme delivery and impact and importance of the External Affairs department in supporting that delivery.

You will collaborate on a regular basis with the Executive Director MAG US to ensure a cohesive approach to philanthropy, fundraising and partnerships work.

The Board will be key stakeholders in your work, and particularly the trustee focal points for fundraising, philanthropy and policy.

# Key Skills and Experience

## Experience:

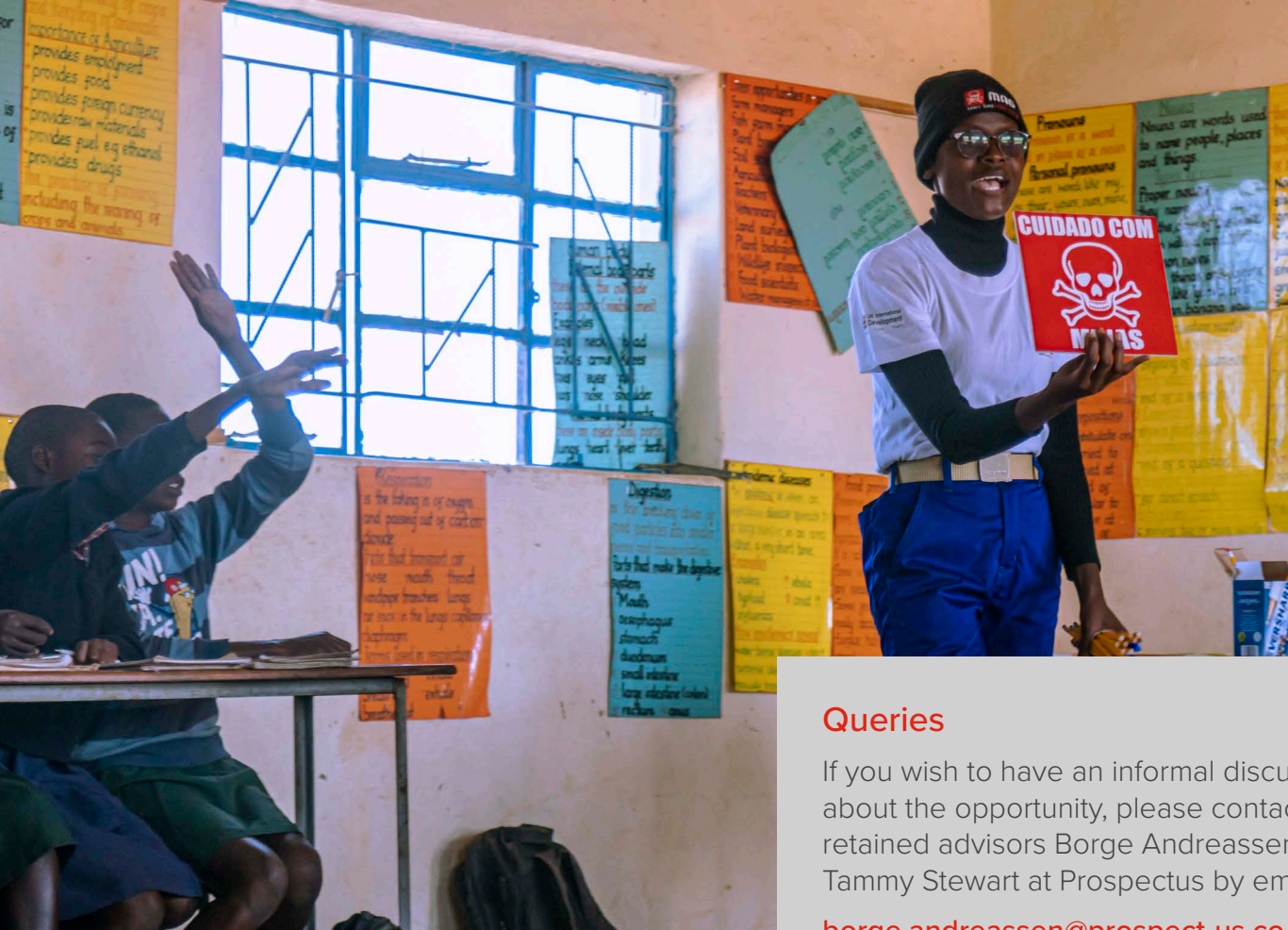
- Significant experience developing and delivering integrated external engagement strategies within complex, international organisations, spanning policy, advocacy, partnerships and external representation.
- Proven ability to engage credibly with senior stakeholders across government, policy, security, defence and geopolitical environments (e.g. defence ministries, security alliances, strategic policy institutions), while navigating humanitarian principles, organisational risk and reputational considerations.
- Strong track record in high-level external representation, building strategic partnerships, unlocking opportunities through networks, and raising organisational profile through clear, compelling narratives.
- Demonstrated depth of experience shaping policy and advocacy agendas, including translating research, evidence and policy positions into influential thought leadership that strengthens understanding of impact and the role of mine action in peacebuilding and recovery.
- Experience leading and motivating senior, multi-disciplinary teams across diverse portfolios to deliver results.

## Skills:

- Demonstrated collaboration and stakeholder management skills both internally and externally
- Ability to present at public forums confidently and with an appropriate level of subject matter expertise
- Demonstrated ability to develop networks and identify opportunities for organisational growth and development that are innovative while continuing to engage with existing approaches.
- Understanding of humanitarian disarmament, mine action and or conflict policy would be an asset.

All staff are expected to understand and uphold the standards outlined in MAG's Safeguarding Framework, acting with due care and attention to safeguard the wellbeing of anyone that comes into contact with MAG's work and reporting concerns if they do arise.

Regular international travel is expected as part of this role, including to countries which are in conflict, and/or have a hardship classification.



## Queries

If you wish to have an informal discussion about the opportunity, please contact our retained advisors Borge Andreassen or Tammy Stewart at Prospectus by email:

[borge.andreassen@prospect-us.co.uk](mailto:borge.andreassen@prospect-us.co.uk)

[tammy.stewart@prospect-us.co.uk](mailto:tammy.stewart@prospect-us.co.uk)

# How to Apply

To apply for the role, please upload your CV together with a supporting statement (of no more than 1000 words) onto the Prospectus website via the link.

For guidance on formulating your supporting statement, please review our guide [here](#).

Please ensure that you have included a telephone number, as well as any dates when you will not be available or might have difficulty with the recruitment timetable.

If you wish to apply using an alternative format please contact Prospectus on 020 7691 1920 or email [executive.admin@prospect-us.co.uk](mailto:executive.admin@prospect-us.co.uk).

Applications via the Prospectus website should be made at:

<https://prospect-us.co.uk/job/194713>

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## Recruitment Timetable

Deadline for applications: 25th June

Interviews with Prospectus: w/c 6th July

Interviews with Mines Advisory Group: from 14 July



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