

Chief Executive Officer

**Appointment
Brief
July 2026**



FREEDOM from
SLAVERY
for **EVERYONE,**
EVERYWHERE,
ALWAYS

Image: A single mother, Virginie* needed money to support her parents and young family. When she arrived in Mauritius, she was expected to work very long hours and was not always paid for the work she did. When she returned to Madagascar, she took part in the workers' rights training. She's now looking to return to Mauritius. This time she will have the knowledge she needs to protect herself from exploitation. She knows there are people there to support her and who she should turn to if her rights are not being respected." *name has been changed. **Credit:** Jessica Turner



Welcome

Dear Candidate,

Thank you for your interest in the Chief Executive role at Anti-Slavery International.

We are looking for a Chief Executive to lead us in the next stage of our work to end slavery for everyone, everywhere and always.

At Anti-Slavery International we are proud of our record as the world's oldest human rights organisation. We are now looking for a Chief Executive to take us forward in our work to end slavery in a rapidly changing world.

This is the right role for you if you are a bold, inspiring and innovative strategic leader with a passion to address the causes and consequences of modern slavery.

Above all, we are looking for an exceptional organisational leader with the ability to lead through complexity, build a positive and inclusive culture, make sound strategic and financial decisions, and inspire confidence among staff, supporters, partners and donors.

You will have the skills and drive to operationalise and implement our new strategy and build the organisation and culture to maximise our impact on modern slavery in a challenging and changing environment.

We have a committed team of staff and supporters who are looking for a strong and collaborative Chief Executive with the vision and skills to bring people together, inspire staff, supporters, partners and donors, and deliver systemic change, placing survivors at the centre of our work.

In return for all that you bring, we offer you the opportunity to lead an organisation with a remarkable history and an enduring mission, working alongside dedicated colleagues and partners to help end one of the greatest injustices in the world.

We look forward to receiving your application.

Yours,

Sunil Sheth
Chair of Trustees

About us

Anti-Slavery International is the world's oldest human rights organisation. Our vision is freedom from slavery for everyone, everywhere, always.

We believe that modern slavery is one of the defining human rights issues of our time, and we are determined to work with others to ensure that people can live free from slavery across the world.

Anti-Slavery International has contributed to ending slavery by helping to change laws, policy and practice in countless ways and places over nearly 200 years. Today, we are a team of around 25 staff, all based in Europe but working with partners across the UK, EU and internationally. Partnership working is central to the organisation's DNA.

In recent years we have worked with partners in Bangladesh, Ghana, India, Mali, Mauritania, Niger, Tanzania, as well as across the UK and EU. We also work as part of international coalitions, including, for example, on state imposed forced labour in the Uyghur Region and Turkmenistan. We work with business groups and individual companies to improve responsible business practices and strengthen supply chains. We seek improvements in UK and EU legislation and in the countries where we work and in the enforcement of these laws, and we lead a network of UK charities holding government to account for its efforts to end trafficking and support survivors.

As the new Chief Executive, you will be joining Anti-Slavery International at an exciting point in its journey. Following a period of organisational change, which included people and financial challenges, the organisation has made significant progress. Today, the Board, managers and staff are working well together, there is renewed optimism about the future, and a strong platform is in place for the next phase. This is an opportunity for an exceptional leader to build on that momentum, strengthen organisational capability and culture, and lead Anti-Slavery International into its next chapter.

Whilst an understanding of our mission is important, we are first and foremost seeking an exceptional organisational leader who can build an inclusive and high-performing culture, strengthen organisational capability, provide strong strategic and financial leadership, inspire and support people to deliver lasting impact.

The external environment for anti-slavery organisations is undoubtedly challenging, with aid cuts, migration, climate change, conflict and digital exploitation, combined with political narratives that promote deregulation and too often conflate trafficking and slavery with migration. However, the need for our work has never been greater, and we continue to see real progress in many countries, with opportunities to build on the work of legislators, businesses and partners who are committed to driving change.

We have been developing a new strategy that will shape our direction for the years ahead. It builds on feedback from partners across the UK, Europe and internationally, recognising Anti-Slavery International's distinctive contribution, particularly in advocating for improved laws, enforcement and practice in the UK, EU and globally. An extract from the strategy is included in this pack.

The new Chief Executive will play a pivotal role in translating this vision into organisational, cultural and operational impact, supported by a committed senior leadership team. Since January, the organisation has been led by Interim Chief Executive Mark Goldring, who will remain in post until the successful candidate joins. The senior leadership team currently includes a newly appointed Director of Programmes and Advocacy, alongside the Finance Director, Head of Operations, Head of Fundraising, Head of Communications and Heads of Programmes.

Our values and vision

Our values

Dynamic

We commit to continuous improvement and do not assume yesterday's ideas will work today. We are flexible, open-minded, take calculated risks and respond to opportunities.

Inclusive

We believe that everyone has a role in ending slavery, we make sure every voice is respected and nurture diverse perspectives and partnerships to create better solutions. We make sure that those with direct experience of slavery and survivors inform our work.

Transformative

We are determined, taking considered and courageous action that has lasting, systemic impact with humans at its heart.

Our vision

Our vision is to realise freedom from slavery for everyone, everywhere, always.

We aim to do this by:

- Making ending slavery everyone's concern;
- Acting as an ally to survivors and people at risk of slavery, elevating their voice and experience to create radical change; and
- With others, challenging and changing law, policy and practice so everyone, everywhere can be free from slavery.

Image: Anti-Slavery International

Illustration: YuChen Zhou for Anti-Slavery International



Strategy

The 2026 Strategy has been developed through engagement with partners, others across the sector, staff and trustees. The Board has endorsed its overall direction, with the final strategy due for approval in October. The extract below provides an overview of the proposed strategic direction for Anti-Slavery International over the next five years. A full draft of the strategy can be shared with shortlisted candidates during the recruitment process.

Summary of our future focus

Anti-Slavery International will drive systemic change towards eliminating all forms of slavery by working where UK or international value chains or other international forces contribute to exploitation, and where UK or international leverage can contribute to structural change.

In more detail:

- 1** ASI will use evidence (research, programme impact data, lived experience) to influence legislation, policy and practice that drive systemic change to prevent slavery and/or support survivors in the UK, EU and where international forces or dynamics are significant.
- 2** We will particularly concentrate where there are international value chains involving forced labour. Behind global supply chains are workers, families and communities whose lives are shaped by exploitation and poverty, whose lived experience should inform the solutions that address these harms.
- 3** We will also work where international forces, such as climate change, migration, trafficking, conflict, investment or digital exploitation are drivers of local vulnerability or exploitation and where ASI supporting international activity can make a significant difference. This includes partnerships and movements across Africa, Asia and other regions where these pressures are most acutely experienced, ensuring that local realities continue to inform and strengthen international advocacy and policy change.
- 4** Where we have existing partnerships, we will be open to continue to work on those where we believe that international advocacy can meaningfully contribute to change within the countries where our partners work.
- 5** We will work in partnership with organisations who are best placed to prevent slavery and to provide immediate services to support survivors, in a way that maximises our shared impact.

Image: Rising sea levels and more frequent storm surges are increasing both water and soil salinity in the Sundarbans. With more than a quarter of Bangladesh's 163 million people living near the Bay of Bengal coast this impact is massive. Satkhira, Bangladesh. Credit: Fabeha Monir



Image: Saidou, a survivor of descent-based slavery, with her adult son who was born into slavery, and her daughter. Credit: Daouda Correra



Equity, diversity and inclusion statement

ASI are committed in promoting equality, diversity and inclusion across the charity and our workforce. We particularly welcome and encourage applications from people with lived experience of modern slavery, and those from diverse ethnic backgrounds, and disabled, LGBT+ and non-binary candidates.

We have a zero-tolerance policy on bribery and corruption, recognising that bribery is contrary to fundamental values of integrity, transparency and accountability and undermines organisational effectiveness.

We are committed to safeguarding the children and adults that our staff and representatives encounter, virtually and in-person. As such, candidates are required to commit to and uphold our organisational safeguarding principles, practice and procedures. These organisational policies include, but are not limited to, the Code of Conduct policy and Safeguarding policy. We maintain a strict zero-tolerance policy towards bullying, harassment, sexual exploitation or abuse, of any form, perpetrated by any representative of the organisation.

The purpose of this Code of Conduct is:

- To guarantee high standards of staff behaviour and integrity
- To safeguard our staff's and interns' welfare and that of external stakeholders with whom we work or come into contact
- To protect our reputation and interests

This role may require a DBS check for engagement in projects where there is access to vulnerable groups.

In accepting appointment, you undertake to regulate your conduct in line with the requirements of this code and to undergo any background checks that may be required.

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), we comply fully with the Code of Practice and undertake to treat all applicants for positions fairly. We undertake not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

Finances 2025/26

ASI's income is expected to be about £3 million when accounts are finalised for 2025/26 financial year. Final accounts for this period can be made available to candidates from the end of July, once approved by the auditors and the Board. This is a significant reduction from the previous year and primarily reflects reduced restricted income from contracting international development budgets across the world and unavoidable delays in implementing some projects, leading to slower drawdown. A small in year deficit, which is expected to be up to £50,000, will leave the organisation with unrestricted reserves of about £850,000.



Image credit: Jerry Horbert
via Shutterstock

Role description

Chief Executive Officer

Salary: £93,600

Contract type: Permanent, full time

Hours: This role is offered as a full-time position at 35 hours per week

Location: Based in Vauxhall, London, with hybrid-working arrangements

The role

The Chief Executive will combine internal organisational leadership with building external relationships, influencing others and collaborating to drive meaningful change.

Working collaboratively with the Board, staff and other stakeholders, the Chief Executive will lead all aspects of Anti-Slavery International's work, ensuring ASI remains a world leader in tackling slavery. As the charity's lead ambassador and spokesperson, they will engage with funders, media and decision-makers to ensure our work to end slavery is impactful and well understood, while raising the profile of both the organisation and the issues we champion.

Leading and supporting a talented staff team, they will foster a collaborative, high-performing culture internally and across our partnerships.

Providing strategic and organisational leadership, the Chief Executive will ensure ASI remains financially sustainable, operationally effective and well positioned to maximise its impact on modern slavery.

Image credit: Progressman via Shutterstock

Benefits

- Annual leave entitlement of 30 days (on a pro rata basis) plus bank holidays.
- We pay 6% into our recognised contribution pension with TPT Retirement Solutions, with a mandatory employee contribution of 2%.
- We offer a range of employee benefits including flexible working, employee assistance programme, cycle to work scheme, annual flu jabs and annual season ticket loan. We also pay for eye tests and a contribution of £105 towards glasses every 2 years.

Key responsibilities

Strategic leadership

- To lead the organisation to operationalise the new strategy, and to effectively steward the strategic direction in the future.
- To drive the development and delivery of a sustainable financial model that allows ASI to continue to deliver positive impact to eliminate all forms of slavery.
- To ensure that the new strategic direction is integrated across all functions and understood by all staff, and becomes the basis for planning, budgeting and fundraising.
- To lead and nurture a high performing senior management team and staff.

Organisational development

- To ensure that ASI has the right staff in the right roles, with the right support, and that they are supported, managed and empowered to deliver the charity's strategy.
- To strengthen meaningful lived experience involvement and leadership within the organisation.
- Work with the Finance Director to ensure that ASI finances are well managed, financial reporting is robust and supports effective decision making.
- Work with the Head of Fundraising to ensure that ASI has the funding needed to deliver its ambitious programme of work, with a strong fundraising pipeline.
- Work with the Director of Programmes and Advocacy to ensure ASI has innovative programmes and advocacy partnerships and approaches that drive lasting change to end slavery.
- Work with the Head of Operations to build a positive, collaborative, results oriented culture across the organisation.

- Ensure that commitment to Diversity, Equity and Inclusion is at the heart of ASI's culture and practice, and that it operates to robust safeguarding standards.
- Work and collaborate with the trade union on workplace issues.

External engagement

- Act as a key spokesperson and ambassador for Anti-Slavery International with a wide range of external stakeholders and audiences on issues related to slavery, human rights and exploitation.
- Restore ASI's role as a leading "go to" spokesperson on modern slavery to increase public/ political awareness of the issues and organisation.
- Nurture strong personal relationships with NGO partners, corporate leaders, major donors and decision makers at national and global level.
- Develop ASI's role as a convenor of allies across the modern slavery ecosystem.

Governance

- Work collaboratively with the Board to ensure that ASI remains a well-run charity with a clear sense of strategic direction and operational planning.
- Ensure that governance, safeguarding, data protection and other formal functions are properly led and delivered.
- Provide advice and support to the Board on the full range of strategic issues.
- Ensure that the Board receive appropriate, accurate and timely information and that Board meetings are effectively serviced.

Person specification

Essential

- Significant experience at CEO level or equivalent in a role that successfully demonstrates the full range of leadership skills (strategic, operational, change management, representational, people, financial and fundraising), including in a charity or not for profit context.
- An excellent communicator, able to establish and enhance strategic relationships, mobilise stakeholders, and build ASI's profile.
- An understanding of ASI's mission and issues related to it.
- Experience of advocacy and influencing decision makers at national and /or international level.
- Successful track record of leading fundraising from institutional and charitable donors.
- A proven record of organisational development, building high performing teams, a results oriented culture and leading positive cultural change.
- Experience of strong financial management and sound decision making in complex financial and strategic contexts.
- An established ability to personally model authentic, courageous, collaborative leadership, with strong listening skills and high levels of personal integrity.
- A good understanding of and commitment to develop a culture of equality, diversity and inclusion.

Desirable

- Experience of working on modern slavery or closely related human rights issues.
- Experience of integrating lived experience into an organisation's work.
- Experience of delivering programmes and/or advocacy in the Global South.
- Experience of working on issues related to global supply chains.
- Experience of building movements for change and / or public campaigning.

Terms and conditions

- The position is based in Anti-Slavery International's office in Vauxhall, London, with hybrid-working arrangements in line with our policy.
- There may be a requirement for some out-of-hours work, for which time off in lieu is given, and occasional overseas travel.
- The hybrid working policy requires at least 1 day a week or 4 days a month in the office. In practice, the CEO will need to spend more time in a combination of the office and meetings / events in London and nationally.
- The role is subject to a probationary period of 6 months.
- Unison is the recognised trade union.
- Candidates must have the right to work in the 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.

Applications via the Prospectus website should be made at: <https://prospect-us.co.uk/job/195147>

At Prospectus we believe passionately that a truly inclusive workplace leads to increased social impact. We are committed to supporting our clients build more inclusive teams. To understand how we are performing, we ask that you kindly complete the brief equal opportunities questionnaire when you submit your application via our website. Please be assured that your responses are kept confidential, separate from your candidate record, are not part of any application you make, and that the consultants never see individual responses to the questionnaire.

Recruitment timetable

Deadline for applications:

Sunday 23rd August

Interviews with Prospectus (online):

w/c 17th and w/c 24th August

Engagement calls with Interim CEO (online):

7th and 8th September

Staff panel Interviews (online):

10th and 11th September (1:00pm–5:00pm)

Interviews with ASI Board panel (in person):

Monday 14th September

Queries

If you wish to have an informal discussion about the opportunity, please contact our retained advisors Harjit Bola or James Rice at Prospectus via email:

harjit.bola@prospect-us.co.uk

james.rice@prospect-us.co.uk

Image: Anti-Slavery Day 2025 “Slavery never ended” projection. Credit: Double Take Projections



**Created by the Prospectus
Advertising team.**

Prospectus Ltd
20-22 Stukeley Street
London, WC2B 5LR

Image: Workers standing on a construction site. Credit: Jonathan Moore,
www.jonathanmoorephotography.com, Instagram: @jdcmoore