



CEO

Candidate information pack
The Impact Facility

THE
IMPACT
FACILITY



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VISION AND MISSION

The Impact Facility for Sustainable Mining Communities (TIF) is a global social enterprise, registered as a charity in the UK that seeks to bring economic, social and environmental empowerment to mining economies, especially artisanal and small-scale mining communities.

TIF is a young and exciting organisation with ambitious goals in an area critical to the success of our global energy transition. If you are an individual equally passionate about transforming both an industry and people's lives, you will find it in this position; a place to contribute and to grow a mission driven organisation well positioned in a critical global field.

TIF was co-founded by TDi Sustainability, Fairphone, and the Fairtrade Foundation with support from the government of the Netherlands and a private donor. Our head office is located in Gloucestershire UK, and we have offices in the DRC, Kenya and Tanzania.

TIF was founded in 2018 and has grown rapidly in recent years – achieving an increase in income by over five times over the last three years.

- The **vision** of The Impact Facility is a world where every mining community captures the full value of their resources to foster sustainable, locally-driven development.

Our vision is for communities endowed with mineral wealth to have the means to grow a sustainable and just economy that is catalysed by – rather than relying on – mining.

- Our **mission** is to partner with mining communities in developing countries to strengthen their access to the technical knowledge, financial resources, and markets they need to achieve sustainable, locally-driven development.

TIF's organisational values are:

Action

Care

Trust

Courage

Enterprising

Partnership



Driving lasting change in small-scale mining communities

- The Impact Facility has launched the **Fair Cobalt Alliance** and the **Lake Victoria 2030 Gold Programme** with organisations including Fairphone, Fairtrade, Signify, Tesla, Glencore, Google, and Solidaridad. We deliver business-driven engagement programmes between supply chain partners to build viable long-term sourcing relationships.

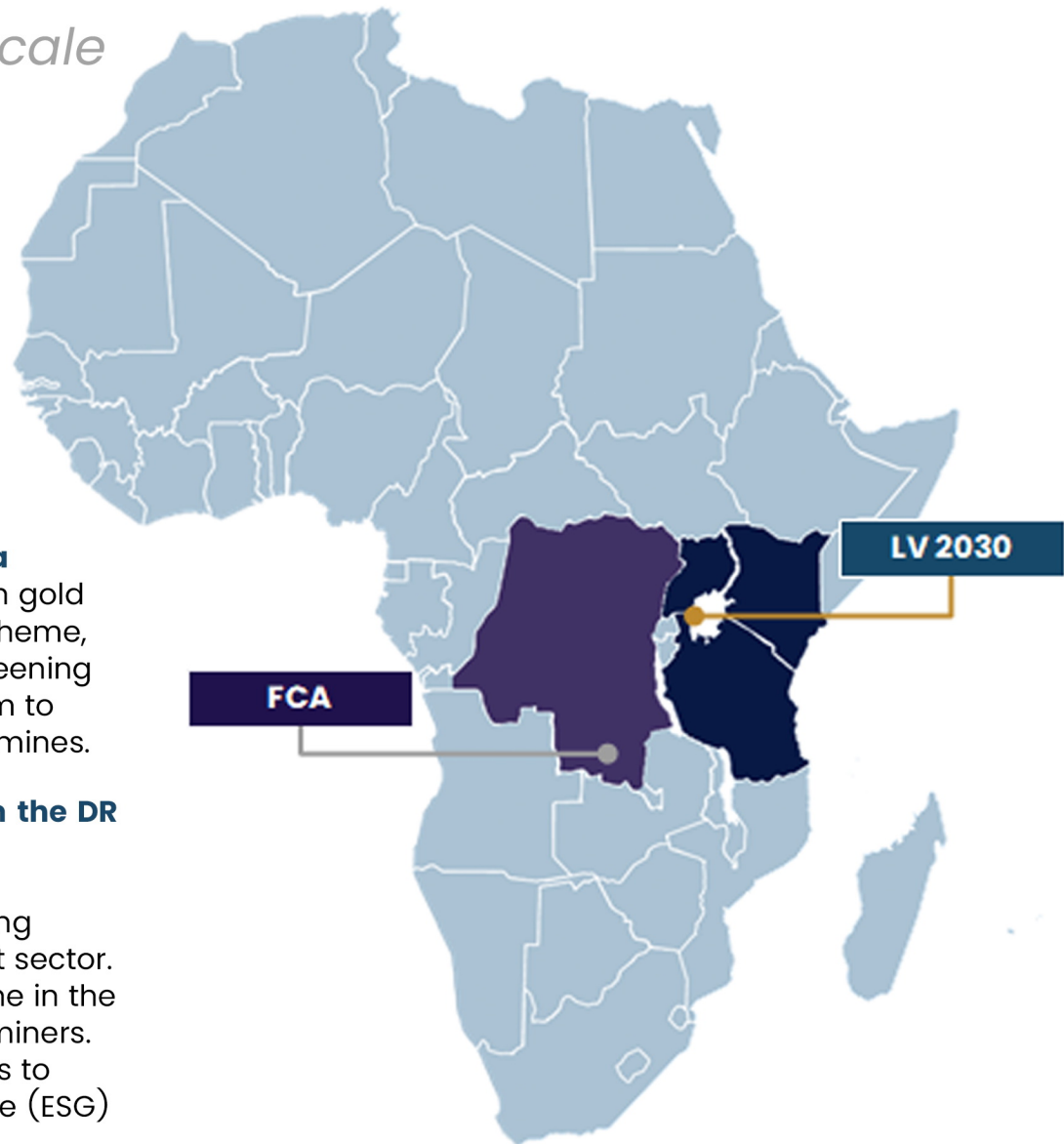


Lake Victoria 2030 | Gold from East Africa

We currently have 6 active investments in gold mines through our lease-to-purchase scheme, with a pipeline of 7 mines sites under screening for partnership. By the end of 2025 we aim to have 25 active partnerships with African mines.

Fair Cobalt Alliance (FCA) | Cobalt from the DR Congo

We are a founding member of the FCA; a multi-stakeholder action platform enabling responsible artisanal mining in the cobalt sector. We currently work with a large cobalt mine in the DRC, employing over 5,000 workers and miners. We aim to scale to appropriate mine sites to drive Environment, Social and Governance (ESG) improvements across the Artisanal and Small-Scale Mining supply chain.



- The CEO is accountable for leading the day-to-day running of the Impact Facility in collegial cooperation with the Senior Management Team, and with the Board of Trustees, to which the CEO reports.
- The CEO will be key in growing the organisation, internally as well as externally. This includes reinforcing the internal organisation and process, culture, and values, developing new processes in close cooperation with the Senior Management Team. An important aspect of the role will be to grow and diversify our donor, partner and investor base in an increasingly strategic global position due to the rising awareness of governments and international stakeholder in the role of minerals in delivering a just energy transition globally.

- What is needed now is a leader with experience in nonprofit management, developing business plans, creating vision to guide the TIF team and roll out the strategies and plans. Because of the strength in the Senior Management Team, we envisage that the responsibilities could be accommodated in a flexible 32 to 40 hour week spread evenly over the calendar month/year.



Strategy

- Accountable for the development and implementation of the vision and multi-year strategic plan and budget of TIF. (Upon approval by the board of trustees and with support of the boards' strategic advisor).

Governance, policy and decision making

- Responsible for the management of trustee relations, keeping the board of trustees informed and advising the board on all executive matters.

Leadership and management

- Accountable for the daily management of the organisation;
- Responsible for motivating and managing the senior team, building and maintaining organisational focus and a positive, inclusive and supportive culture;
- Accountable for the monitoring and evaluation of key organisational performance and impact indicators;
- Development and implementation of the capital raising strategy and investment models.

- Oversight and support of the senior team for the development and implementation of the impact programmes, of financial and human resource policies, procedures & processes and the legal compliance of the organisation.
- With the support from the trustees, responsible for monitoring sector developments relevant for TIF to define potential strategic opportunities and partnerships.

Finance and funding:

- Ensure our continued financial growth and sustainability and all financial processes and systems to provide accurate and timely information for all income and expenditure, in collaboration with the Chief Finance Officer.

Promotion and Representation of the Organisation:

- Promoting the organisation to external stakeholders, overseeing the organisation's brand, image and key messaging;
- Developing and maintaining effective relationships with key partners and a wide range of stakeholders.

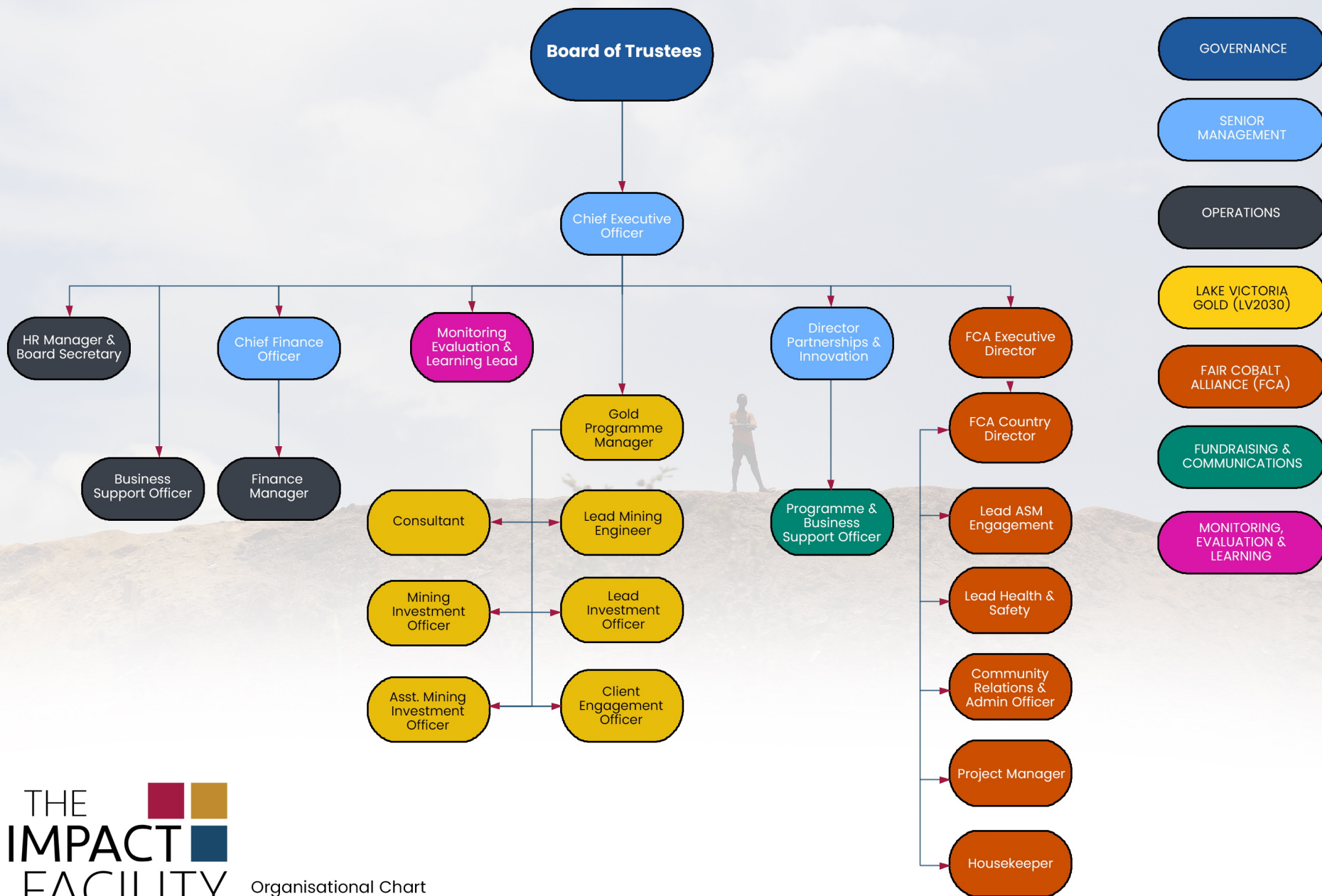




- 'Hands On' attitude. TIF is a lean team of practical people supporting each other to meet KPIs and have impact. Everyone contributes to the design, content, and final production of deliverables. Clear job roles are a feature of TIF, but equally a willingness to support others to complete their tasks and assignments when needed is an important part of the organisational culture
- Proven experience as an CEO/Executive Director or an equivalent role for a charity, foundation or social enterprise. Start-up/scale-up and UK charity governance experience are a plus.
- Understanding of core business functions such as HR, Finance, marketing, IT and Business infrastructure etc.
- Demonstrable competency in strategic planning and business development.
- Working knowledge of monitoring and evaluation and setting KPIs.
- Outstanding organisational and leadership abilities.

- Excellent oral and digital communicator, able to influence decision making at a senior global level
- Excellent time management, able to effectively prioritise a full and rapidly evolving workload and deliver on deadlines
- Experience working with international social development/environmental groups/NGOs, esp. in Africa.
- Experience or knowledge of the mining sector and ESG issues, in particular the aspects of community engagement and impact
- Understanding and practical experience of investment and business oriented approaches to delivering impact in a low-income country context.
- Excellent writing skills: concise, precise and clear; ability to synthesize, summarise and 'get to the point'; aptitude for technical writing presenting complex technical concepts clearly and simply.
- Foreign language, ideally French, skills are a plus.





- We provide a competitive salary that will align with the candidate's experience, specifically within the range of £90,000 to £100,000;
- Annual leave 23 days per annum + public holidays + shutdown over Christmas week;
- Support for flexible working culture across the organisation;
- Expected to be a remote role - UK location preferred but other locations considered for an exceptional candidate;
- Pension contributions;
- Travel opportunities – to meet the team, donors and mine sites;
- A contract for 40 hours per week;
- Diverse, exciting and impactful work;
- Being part of a dynamic and experienced international team passionate about it's commitment to support mining communities and building a successful responsible organisation.



To apply for this role please send a CV and cover letter of no more than two pages long, outlining how you meet the requirements for the role, to jobs@theimpactfacility.com by February 16th, 2025.

If you would like to arrange an informal conversation with the outgoing CEO, Lewis Temple, please contact him on lewis.temple@theimpactfacility.com

Statement on Equal Opportunities / Diversity, Equity and Inclusion

The Impact Facility (TIF) is proud to be an equal opportunities employer. We believe that diverse perspectives drive innovation and meaningful change. We are committed to building an inclusive workplace where individuals of all backgrounds, experiences, and identities are welcomed and valued.

We actively encourage applications from candidates of all genders, ethnicities, abilities, and experiences. If you share our passion for creating positive impact and sustainable development, we'd love to hear from you.

By submitting your CV you are consenting to TIF using and storing information about you for monitoring purposes relating to your application or future employment. This information will only be used by TIF.

Unfortunately, we cannot support work visa applications so you must have permission to work in the country where you intend to work when you apply.

