



Global Brochure

#searchforabetterworld

Oxford HR

2024



An organisation's potential for impact depends upon the vision and skill of its leaders, its culture and the way people work together. Oxford HR helps social and environmental impact organisations get this right.





Over 25 years of global experience

Exceptional leaders can have exceptional impact. They can inspire change and propel social and environmental impact organisations towards reaching their world-changing goals.

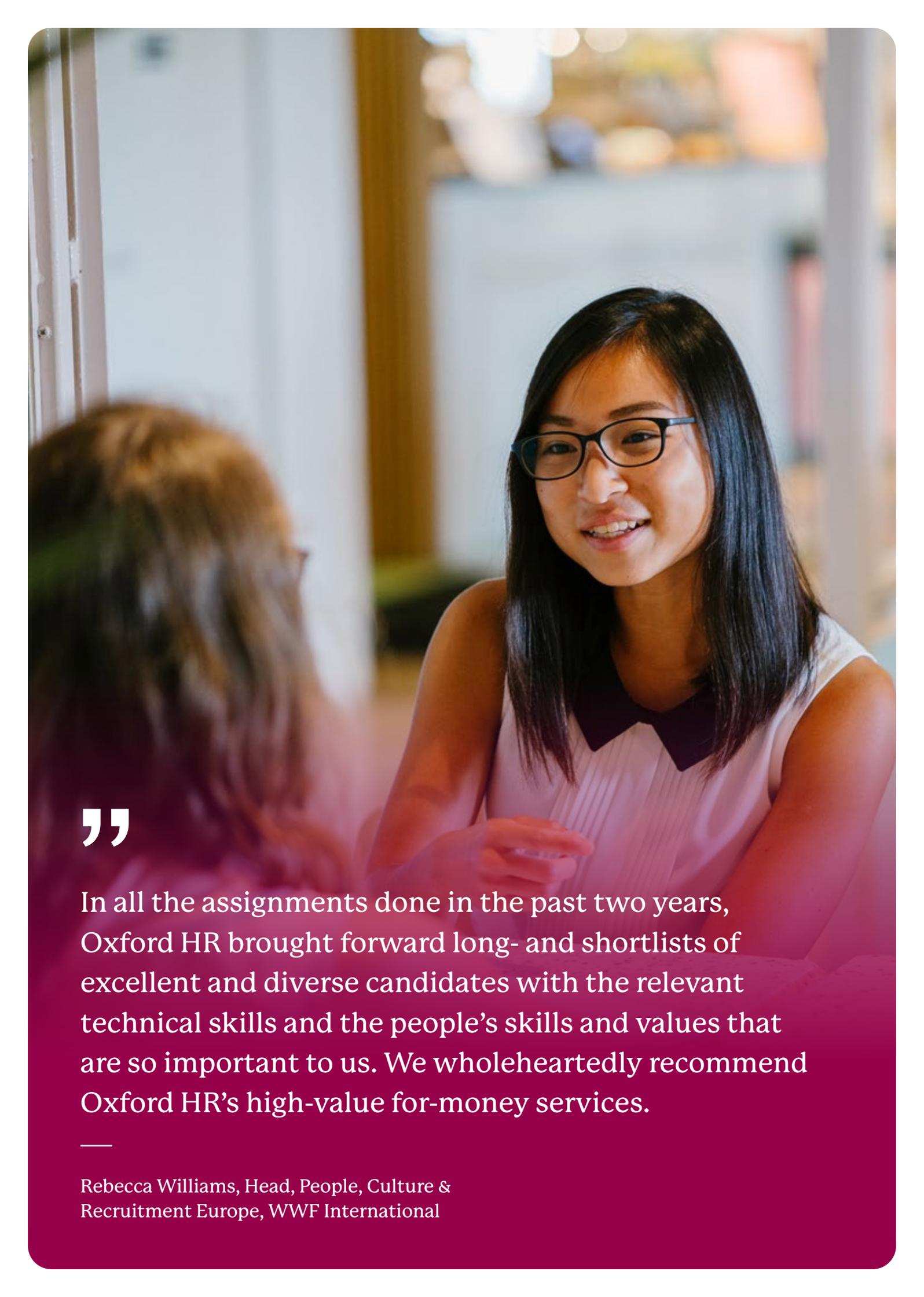
Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success.

At Oxford HR we understand this because we've worked in organisations across the breadth of the sector ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.

This motivates us to enable purpose-led organisations to recruit and support remarkable leaders – to look beyond the obvious choices and find leaders with refreshing perspectives grounded in solid skills and experience. Leaders who can navigate challenging times and intimidating transitions. Leaders who can make a difference in our journey towards an inclusive, equitable and sustainable future.

Not only do we appoint and support these leaders, but we also work with our clients in partnership to bridge the gaps in leadership and to strengthen their culture of cohesion and collaboration.

Our mission is to enable remarkable leaders in social and environmental impact organisations to make rapid progress towards an equitable, sustainable planet.



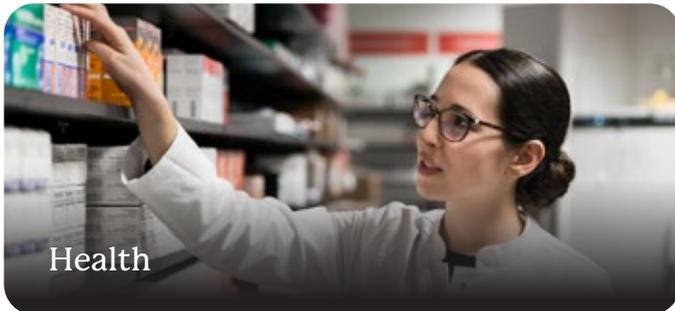
”

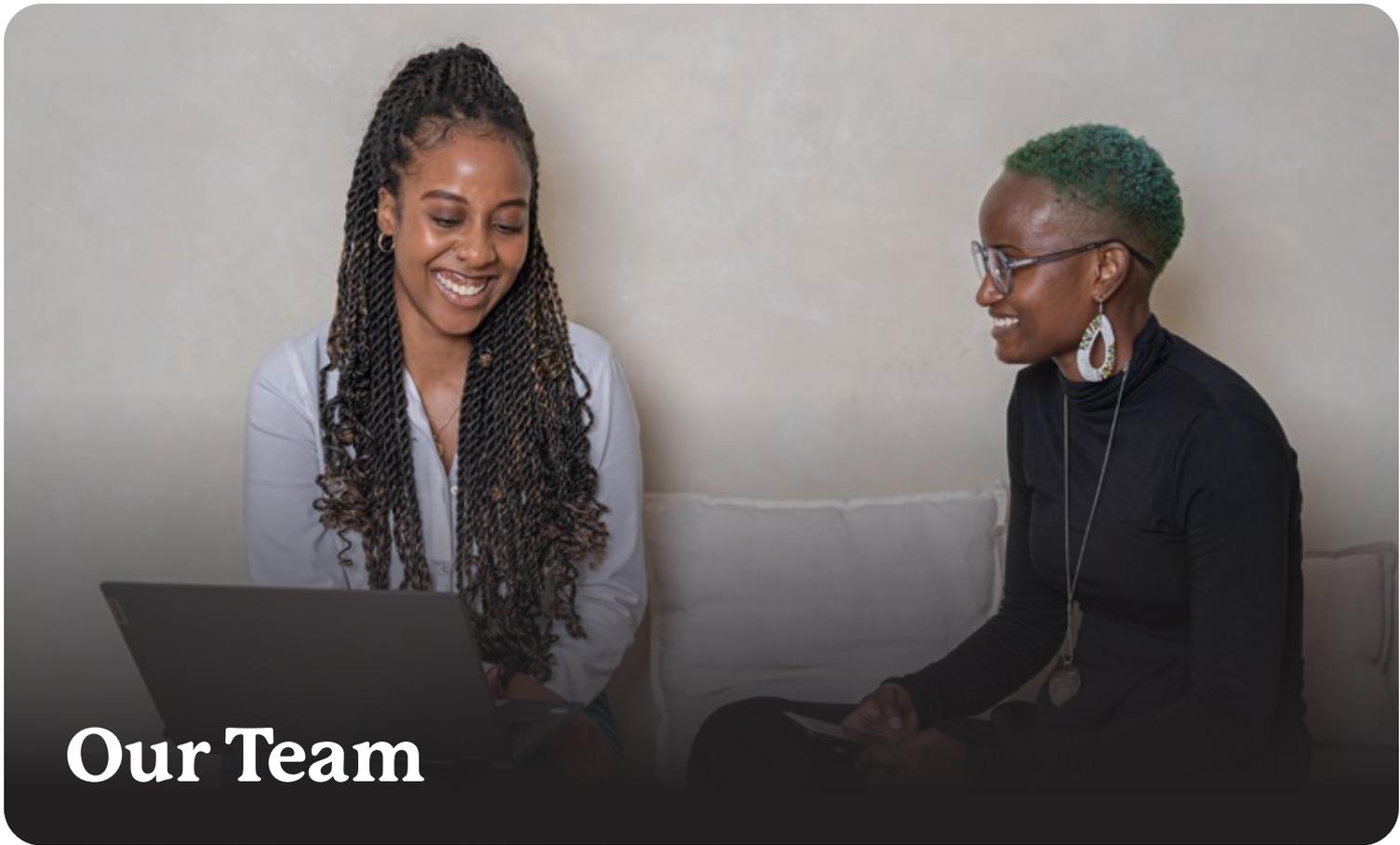
In all the assignments done in the past two years, Oxford HR brought forward long- and shortlists of excellent and diverse candidates with the relevant technical skills and the people's skills and values that are so important to us. We wholeheartedly recommend Oxford HR's high-value for-money services.

Rebecca Williams, Head, People, Culture & Recruitment Europe, WWF International

Our Sector Specialisms

The work of social and environmental impact organisations is varied, multi-dimensional, global and agile. We recognise these attributes and support our clients across a wide range of specialisms.





Our Team

Our passionate, global and award-winning team is hand-picked for their unique experience and interest across the social and environmental impact sectors.

We truly care about the success of the sector as we have worked in the sector ourselves. We are based across Africa, North and Latin America, Asia and

Europe, supported by our regional offices in Amsterdam, Nairobi, Oxford, Singapore and Washington.

30+
nationalities

27
languages spoken

50%
of our Senior Leadership
team are women



”

Oxford HR have partnered with us four times to support with recruitment for senior and unique roles. On each occasion, I have found their approach to be professional and thorough, taking the time to understand our needs and tailoring the recruitment process, resulting in us finding excellent candidates.

Zuzka Majcova, HR Manager, Global Canopy



More than

5000

trees planted with our
partner Just One Tree

A commitment to people & planet

Diversity is a strength. By expanding the range of lived experience, knowledge and skills within our team, and within our client organisations, we can build a stronger and more resilient workforce.

For us, diversity and inclusivity are inseparable and we are committed to building an organisation that is diverse and includes people at all levels, but to also support the organisations we work with in achieving this too. We seek and celebrate the strengths and insights that diversity brings and will always challenge a lack of diversity where we see it.

We work with our clients to drive real change, supporting organisations with their EDI objectives and ensuring they are apparent throughout every part of how an organisation works, operates and projects itself. From experience, we know that EDI is a fundamental aspect for selection committees and interview processes. We understand that helping to transform behaviours and mindsets, be that of teams, individuals or leaders, must be supported with fair and equitable structures and processes, otherwise we will not be able to change the status quo.

Our purpose is to help everyone, from any and all backgrounds, achieve their full potential, to help organisations thrive, improve wider society and bring people closer together.

Sustainable Impact

Oxford HR are committed to creating a sustainable, inclusive and equitable future for all. We are acutely aware of the need for innovation and resilience when it comes to the ecological and biodiversity crisis, and we strongly believe that every job role is a climate role. Our Environment, Climate and Conservation Practice provides us with continuous learning opportunities and we are in the process of applying for our B-Corporation certification to demonstrate our commitment to positive environmental and social change.

Planting Trees for Tomorrow's Leaders

In 2019, we began our partnership with JUST ONE Tree, a non-profit initiative removing CO2 from the atmosphere through global reforestation. We plant trees for every candidate we place, in addition to our monthly commitment of 25 saplings.



Executive Search

Since 1995, Oxford HR has been a trusted partner to social and environmental impact organisations, working to identify and appoint passionate, innovative & talented people into leadership roles.

As a team we care deeply about our sector and work tirelessly to fulfil our vision of 'a world that puts purpose before profit.'

We work with our clients to understand their individual needs and challenges and our wide breadth of leadership services enables organisations to:

- Find the best people to lead and manage in specific contexts
- Identify leaders, managers and technical experts who offer insights and experience from a diversity of perspectives, lived experiences and backgrounds

- Attract great people by communicating a brand that is authentic and compelling
- Support leaders to develop the skills they need to lead positive change and inspire excellence in others
- Develop and adopt processes and a culture that enables people to innovate and flourish

By working with Oxford HR, you are partnering with an award-winning, global, diverse and multi-lingual team. We are constantly learning and benefit every day from the strengths and knowledge of various team members – and we bring this insight into our projects.

Certain groups are underrepresented in leadership roles – it is our responsibility to challenge that wherever we can.

Our search process is completely transparent and ethical. Using a cloud-based CRM with bank-level security, we have an internal database of over 90,000 registered professionals and sources, allowing our clients to have live updates as we work. We always try to innovate, and, although we have proven tools and processes, we are always open to adapting what we do to best suit client needs, from using new technologies, to communication in unexpected media.

170+

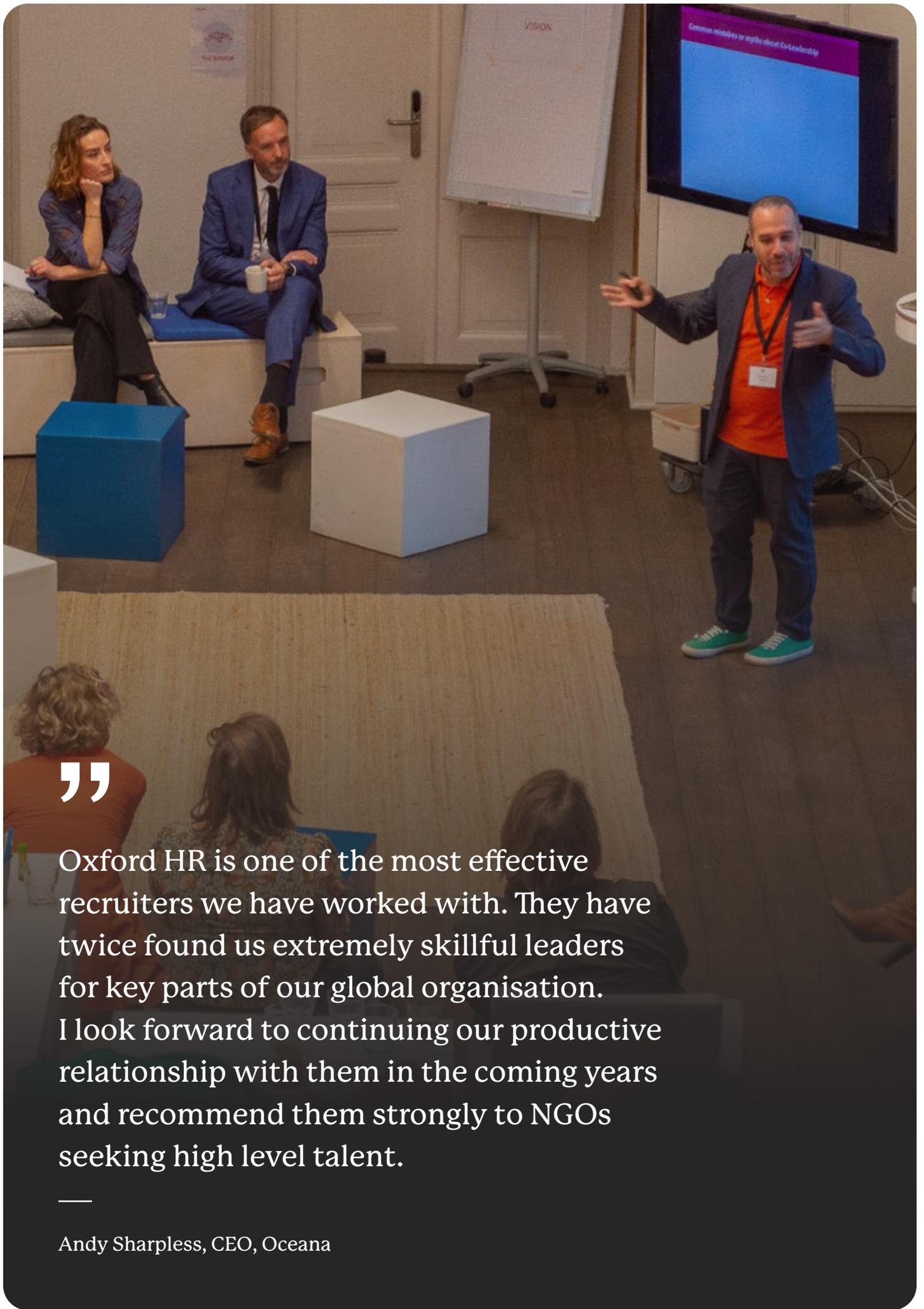
assignments in 2023

67%

of placements identified as female

53%

of our placements were from under-represented groups



”

Oxford HR is one of the most effective recruiters we have worked with. They have twice found us extremely skillful leaders for key parts of our global organisation. I look forward to continuing our productive relationship with them in the coming years and recommend them strongly to NGOs seeking high level talent.

Andy Sharpless, CEO, Oceana



Our Services

Co-Leadership Appointments

Bring the strengths of multiple leaders to a single role through a co-leadership appointment.

Co-leadership appointments are gaining traction across social and environmental impact organisations. By appointing two leaders to jointly fill a leadership role, organisations benefit from stronger decision-making and greater diversity of thought in their leadership teams. An effective co-leadership partnership shapes an organisation's culture by modelling collaboration and clear communication.

Successful co-leadership relies on close collaboration between the appointees and clear communication with the wider organisation, including staff and board members. And transitions to co-leadership

aren't without risk: a breakdown in cooperation can have significant repercussions on an organisation's effectiveness.

As part of the search process, our in-house psychologists carefully assess potential co-leadership candidates to make sure they have the complementary skills and compatibility to work in close partnerships.

Following an appointment, successful candidates receive specialist coaching and onboarding support from our leadership & change team to ensure a smooth transition for the whole organisation.

63%

of respondents in our latest research thought it was important to use psychometric assessments during the recruitment process for co-leaders



Our Services

Founder-CEO Transitions

The importance of a founder-CEO transition – the exit of the founder-CEO and the entry of their successor – cannot be overstated.

When done well, a successful founder-CEO transition is a real hallmark of an organisation’s maturity, stability, and fundability. Conversely, a poorly handled exit can have significant repercussions amongst staff, funders and stakeholders, and a detrimental impact on the organisation’s development.

Building on first-hand experience of our team and clients, Oxford HR’s Founder-CEO Transitions service provides a complete package of support to help

organisations navigate this pivotal transition, providing transition planning and change management support in advance of the search for the successor CEO, a full executive search, and coaching for both the outgoing founder-CEO and their incoming successor.

The Founder-CEO Transitions service is delivered through diagnostic tools, participatory reviews, industry leading executive search systems, psychometric assessments and bespoke coaching.

Through the process you will be supported by our in-house specialist consultants and organisational psychologists.

This comprehensive service brings together many aspects of Oxford HR’s Executive Search and Leadership & Change offerings to help our clients effectively plan for and navigate this important milestone.

Leadership & Change

Our job doesn't end with appointing your latest leadership role.

In fact, our partnership can begin even before we start an executive search project, as our organisational effectiveness team can support you across a range of services. We can appraise your culture and capabilities and devise changes to improve how you work; identify your most capable leaders; enhance the impact of those leaders through coaching programmes and sharpen collective focus and impact through strategic team building and development.

To achieve the most impact, we work with our clients to identify where your needs are, and then work with you to bridge these gaps through the range of services we offer. Our approaches are sustainable and tailored; designed to strengthen organisational leadership and propel a culture of collaboration.

Our team of organisational psychologists and leadership specialists have backgrounds steeped in a deep understanding of how global purpose-led organisations work. We offer:

Organisation Level	Team Level	Individual Level
Board Effectiveness and Governance	Peer Learning Sessions	Psychometric and Leadership Impact Assessments
Analysing and realigning the organisations values and operating culture	Team Strengths Profiling and gap analysis	Executive and Leadership Coaching
Strategy planning and development	Creating High-Performing Teams	Leadership Onboarding
Defining the organisation's vision, mission and purpose	Team and Board Development	Soft Skills Development
Navigating Strategic Change	Various Workshops	360 Performance Appraisals
Founder CEO Transition Services	Staff Group Exercises	Individualised career planning

600+
assessments conducted by our team*

46%
new clients*

30%
increase in the uptake of Organisational Development Services*

Please contact Jenna Pilley for further information on how we can work together at jpilley@oxfordhr.com.



Our Services

Equity, Diversity & Inclusion

Equity, Diversity & Inclusion plays a critical role in impactful organisations.

Our EDI services support you to implement authentic cultural transformation so you can build a positive brand reputation, attract and retain engaged employees, and maintain a competitive edge through better problem-solving, innovation and resilience to changing global dynamics, so you can achieve your world-changing vision, faster and more effectively.

Bring Oxford HR's in-depth experience of building inclusion to your organisation, through:

Equity, Diversity & Inclusion Audit

Through a comprehensive audit, we will review your policies and procedures

in light of current best practice, assess your organisation's understanding of EDI through interviews and focus groups and identify strengths and areas of development. You'll receive a detailed report outlining recommendations for updating your policies, building a robust EDI strategy and communicating effectively to achieve buy-in throughout your organisation.

Workshops and Training

Build understanding across your organisation with standard and bespoke training packages from our experienced EDI consultants. Standard training sessions include: introduction to EDI; inclusive recruitment; inclusive leadership; and cultural awareness.

Coaching

Get individual or group guidance for key stakeholders within your organisation to confidently navigate the process of creating EDI policies, programmes and ways of working.

Please contact Grace Mansah-Owusu to find out more about our EDI work at gmansahowusu@oxfordhr.com.



Our Services

Board & Governance

Our team have completed Chair and Board roles for clients spanning the breadth of the sector, across the globe.

With unparalleled experience working within purpose-led organisations, our team understand the intricacies and nuances of the interplay between an organisation and its governance. We also know that leading in today's world requires empowerment, empathy and vision.

In a competitive global environment, the ability of the non-executive Board to steer social impact organisations can make a critical difference. The approach of any organisation to diversity, risk management and good governance can set it apart from its peers, fundamentally affecting its sustainability, effectiveness,

funding and employer brand. Governance trends are inciting the purpose sector to clarify remits and reporting lines and enhance their means of accountability towards their key stakeholders and the wider public.

We are experts in finding key global talent that will protect your reputation and safeguard the future of your organisation. We advise on Board mandate, role and composition as well as conduct and best practice, which all helps to open up new sources of funding, develop key networks and create a climate of opportunity for both staff and volunteers.

From our extensive, successful track record in the sector, we have the experience necessary to recognise the different motivations that draw people to undertake non-executive, trustee or advisory committee roles, and how these motivations can be utilised to make a positive impact on your organisation. Our industry knowledge and research skills make us best placed to identify the competences needed on a Board, and to map those against the existing team, delivering a placement that is both appropriate to the role and complementary to the organisation as a whole.



Our Services

Interim

Growth or change within any organisation can cause significant turbulence, which is why it's key to have the right people on board.

Organisations must ensure they have the adequate talent needed to steer the team and sustain the business. Interim managers play a key role during times of transition and change. Independent, expert and highly skilled, they can help move an organisation through a turbulent period after the loss of a key staff member, help shift an organisation in its strategic direction or indeed help turnaround failing organisations.

Being at arms-length, interims are often better placed to challenge the received wisdom, work without an agenda and

deliver your organisation the change or support it requires at that time.

Finding those people is a skill in itself and often a challenge when time is short or there are several other competing issues for urgent attention.

Oxford HR maintains a pool of highly qualified, exceptional interim candidates from across the global purpose-led sector, in order to supply our clients with the talent needed for these challenges. These individuals are closely vetted by our team to ensure they not only have the right

credentials for the job and a portfolio of successfully completed projects, but also the empathy and emotional intelligence to work sensitively with their new team and quickly diagnose critical issues.

60+

highly skilled leaders in
our interim pool



Our Services

Design & Communications

A sister agency to Oxford HR, OXYgen is a strategic communications agency, working solely with social and environmental impact clients.

We work with clients across a range of design and communications services so they can focus on changing the world.

We're motivated to see our clients' missions become reality – which is why we always keep the big picture in mind, ensuring that all the work we produce drives impact. To achieve this, our work is guided by the principles of accessibility, inclusivity and sustainability.

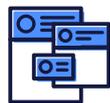
Please contact Suzie Mills to find out more about OXYgen's work at oxygen@oxfordhr.com.



Campaigns



Digital



Brand



Internal

100%

of our clients would recommend us*



”

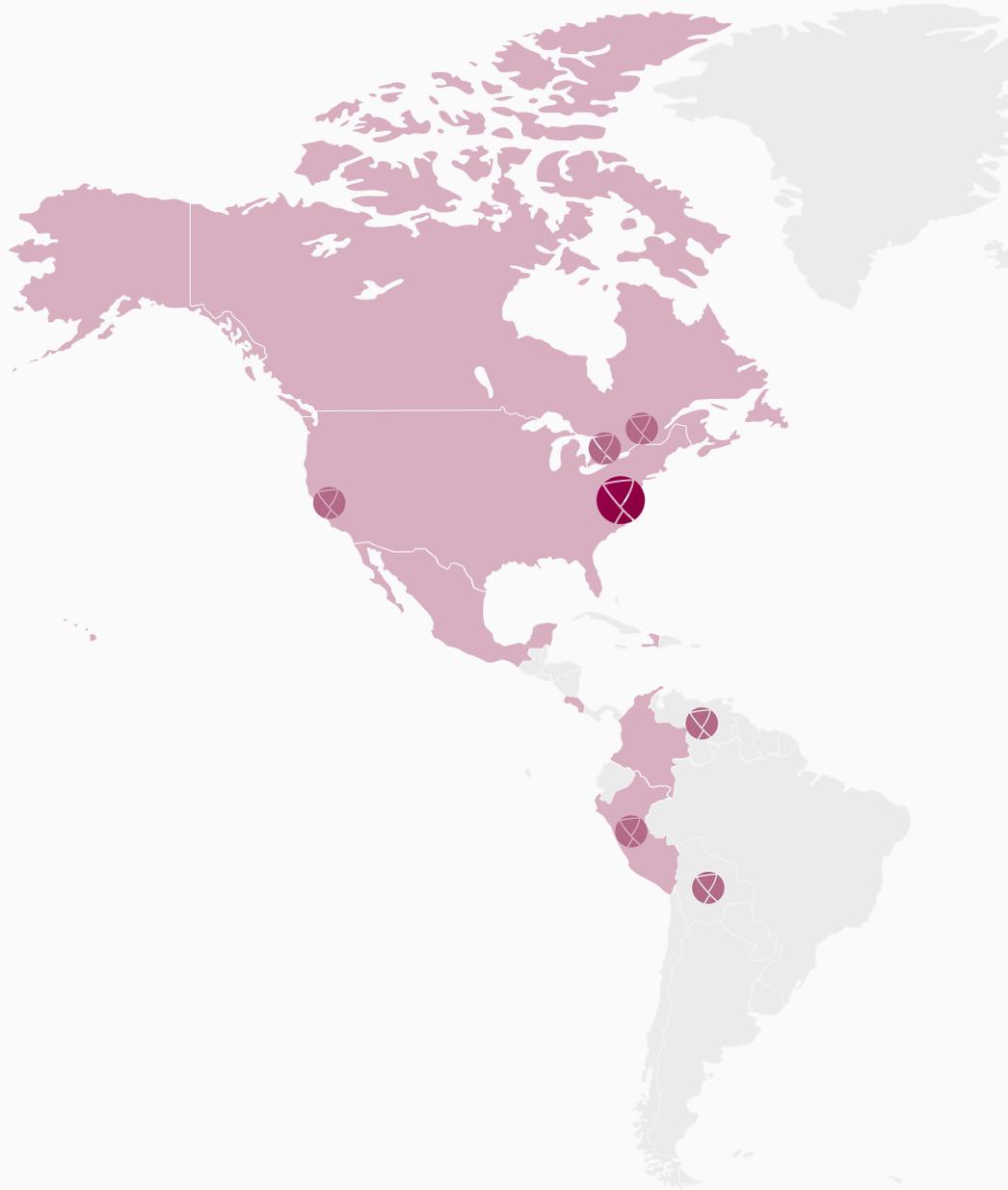
Oxford HR has continued to follow my progress, and every 3 months checks up on me to see how I'm doing and if I need any support with anything. I have never experienced this level of support from any recruiter.

Audrey Ahwan, Director for Programme
Development, BRAC

Our World

Our global team is innovative, ambitious and experienced, with exceptional networks and each with a passion for positive change.

Operating out of our core offices, and with Associates working in every continent, our truly global team have expert knowledge of local contexts to support your organisation.



Key:

- Placed candidates
- Oxford HR global office
- Oxford HR presence

Our projects are global in reach and impact:

6

continents

90k

global candidates registered

70+

countries



”

Our conversations felt very much like we were speaking to a colleague versus an outside recruiter.

Amanda Cosby, Chief Operating Officer,
Malala Fund

Get in touch

We would be delighted to discuss ways in which we can support your organisation in its search for the world changing leaders of tomorrow. Please get in touch with your relevant office below or at hello@oxfordhr.com:

Oxford



Thibaut Mills
Managing Director,
Europe
tmills@oxfordhr.com

Amsterdam



Erik van Weert
Director, Europe
evanweert@oxfordhr.com

Nairobi



Njeri Kamau
Business Development
Manager, Africa
gkamau@oxfordhr.com

Singapore



Nick Sutcliffe
Managing Director,
Asia Pacific
nsutcliffe@oxfordhr.com

Washington D.C.



Dr Karna Cohen
Managing Director,
Americas
kcohen@oxfordhr.com



Oxford

46 Woodstock Road
Oxford
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

Amsterdam

Korte Schimmelstraat 12
1053 SZ
Amsterdam

The Netherlands

+31 (0) 683 334 473

Nairobi

Workstyle 7th Floor,
The Address on
Muthangari Drive,
Nairobi,

Kenya

+254 (0) 715 163 631

Singapore

6 Battery Road
#06-16
049909

Singapore

+65 9114 1439

Washington

1250 Connecticut Avenue NW,
Suite 700
Washington, DC
20036

United States of America