Anuarite Kanyere, a mother of six, lives at a displacement camp at a school in Rutshuru town, Democratic Republic of Congo, after fleeing a town occupied by the M23 rebel group. (Moses Sawasawa/TNH)
The New Humanitarian is looking for a charismatic, senior people leader who is passionate about journalism and humanitarianism to bring this award-winning nonprofit newsroom into its next chapter.

We seek an entrepreneurial internationalist who can lead a team in an inspirational way, balancing compassion and humanity, on the one hand, with assertiveness and the ability to face adversity with confidence, on the other.

We are looking for someone dynamic and unafraid to take calculated risks; and who has experience taking initiatives to scale, and building buy-in, funding or revenue for an idea.

We want someone who shares our values (courage, humility, accountability, solidarity) and recognises that our first responsibility is to those at the heart of crisis zones, whose voices we seek to amplify. We especially welcome candidates who reflect the diverse communities our journalism seeks to serve and who are excited by the challenge of building a progressive, forward-looking organisation that models a new form of decolonised journalism.

THE ROLE

You will be responsible for the overall leadership and management of The New Humanitarian. You will be accountable for the implementation of TNH’s strategic vision and responsible for developing its next strategy in a few years’ time.

Your key objectives in the role will be to:

- Rally our remote, decentralised global team, using strong emotional intelligence, poise, tact, and diplomacy to inspire excellence, delivery and accountability. Set and nurture an organisational culture that centres positive staff morale and motivation, as well as long-term sustainability – for the organisation, for staff and for the environment. Navigate an era of heightened employee expectations and new norms around the role of work in employees’ lives.

- Continue the organisation’s growth trajectory by attracting the right staff and funding to grow the organisation’s visibility and audience. Build new revenue streams to grow our budget from $4 million USD as necessary to achieve our vision and desired impact, while ensuring we remain true to our mission and values.

Reporting to the President of TNH’s Board of Directors, you will directly manage the leadership team, composed of the Executive Editor and the Chief Operating Officer. You will also oversee the Global Fundraising Lead, responsible for grants management; the US Representative, responsible for outreach and fundraising in the US; and an Executive Assistant.

Overall, you will keep the organisation on track towards its vision of providing the world’s best journalism about the world’s toughest crises; and setting the agenda in the interest of those most affected. You will do so while furthering our strategy of becoming a transformative newsroom that models progressive forms of decolonised journalism and enlightened organisational management.

Location

TNH is headquartered in Geneva, Switzerland, but open to a CEO based in a time zone that is compatible with Africa, Europe and the Middle East, with frequent travel to Geneva.

Start Date

January 2024

Compensation and Benefits

TNH is committed to providing competitive benefits that align with our values and which prioritise the wellbeing of our team members. Benefits include:

- Gross Annual Salary: TNH salaries are determined by our compensation framework and the skills and experience of the candidate. A location-dependent cost-of-living adjustment is then applied to create equitable purchasing parity for our team members, regardless of where they live. Compensation is competitive - allowing our staff to live decent lives - but remains modest, in line with our values of a decolonised newsroom. For example, when it comes to salary, we don’t differentiate between “expats” and nationals of a country.

- Pension Contribution: TNH contributes approximately 5% of salary to a private pension fund.

- Leave Allowance: TNH provides 35 days of paid annual leave per year, inclusive of public holidays in your country of residence. After 5 years, leave allowance increases to a total of 40 days per year. Long-term sick leave, compassionate leave, and carer’s leave are also available to staff.

- Health insurance: TNH offers financial support towards the cost of health insurance cover to team members in locations without readily available state healthcare.

- Psycho-social Support: TNH prioritises the psychological safety of its staff and offers confidential psycho-social counselling to all staff and contributors.
ABOUT THE NEW HUMANITARIAN

The New Humanitarian is an independent, non-profit newsroom that believes in journalism as a force for good. We produce fact-based journalism from the heart of conflicts and disasters to build understanding of how to improve the lives of the millions of people affected by humanitarian crises around the world. Our on-the-ground reporting and informed analysis inform policymakers and practitioners, amplify the voices of those at the heart of crises, and act as a watchdog to hold the aid sector accountable.

Founded in 1995, as a result of the humanitarian information gap exposed by the Rwandan genocide, The New Humanitarian (then known as IRIN News) was hosted and funded for nearly 20 years by the United Nations Office for the Coordination of Humanitarian Affairs.

IRIN spun off in 2015 to become an independent non-profit media organisation, now headquartered in Geneva, Switzerland and registered as a non-profit association under Swiss law (find our latest annual report here). Since our spin-off, we have constituted a legal entity with an independent board of directors, raised millions of dollars in funding, rebranded from IRIN to The New Humanitarian, sharpened our editorial voice under the leadership of a new Executive Editor from the New York Times, launched a podcast and an investigations unit, and begun a membership programme, which has attracted hundreds of paying readers.

Our 3.7 million CHF ($4 million USD) budget is mostly funded by a mix of governments and foundations, though we have begun generating earned revenue through a paid newsletter, membership and speaking fees.

While the COVID-19 pandemic posed an existential threat to many newsrooms, The New Humanitarian emerged from it stronger, thanks to our agility and nimbleness, our diversified funding, staff already accustomed to working remotely, a network of journalists based in the countries they report from, and an increased recognition of the importance of reliable information about crises.

We have built strong foundations for a non-profit newsroom to not only survive but thrive in the 21st century, and are now looking for a new Chief Executive to lead TNH into its next phase of growth.
OUR LANDSCAPE

The successful candidate will enter into the position with many assets: an organisation with a strong reputation built over nearly 30 years for journalistic integrity and credibility; a loyal audience of decision-makers and practitioners who have influence over the lives of millions of people; a team deeply committed to their work; a strong funding base; a compelling mission; and a well-planned transition process.

You will join our small, passionate, impact-oriented team working at the nexus of some of the world’s most interesting challenges: a sustainable business model for quality journalism and a sustainable solution for the world’s most vulnerable people.

Amid an unprecedented number of simultaneous crises around the world and a media industry in financial crisis, our informed and independent lens is more needed than ever. Our reporting tackles many of the key issues of our time, from migration to climate change, from the invasion of Ukraine to COVID-19, from a multi-billion-dollar aid industry in the midst of soul-searching to emerging forms of solidarity.

Our value proposition has become even stronger amid the European migration ‘crisis’, the increasing impacts of climate change, the long-term legacy of coronavirus and most recently Russia’s invasion of Ukraine. We believe readers will increasingly seek out the kind of content we produce. This is a unique opportunity to lead one of the few thriving non-profit media covering international affairs, as well as to build a viable model for public interest journalism on the international stage. It is also an opportunity to take a widely respected brand to new heights, leveraging this unique moment in which its core product is suddenly under the global spotlight.
REQUIRED EXPERIENCE & QUALITIES

We are open to leaders from a range of different backgrounds, including (but not limited) to those in the media, humanitarian, or philanthropic sectors.

We seek someone with:

- At least 10 years of experience operating in a senior leadership role, running an organisation, company, newsroom or large department
- A track record of achievement in supportive people management, including managing remote and multi-country and multi-cultural teams
- Passion about - and some degree of exposure to - the humanitarian and journalism sectors
- Experience effectively managing relationships with donors (governments, foundations and high-net worth individuals) and board members
- Demonstrated history of elevating an organisation to new levels of growth and scalability and leading organisation-level change management
- Lived experience from the communities TNH reports from (preferred)
- Experience monetising digital products and building new revenue streams (preferred)

We have described the qualities we are seeking in this position, but we recognise that there will be strong candidates who do not meet all the requirements listed here but have other important qualities. So, if you’re interested but not sure you fit the profile, please apply.
# CORE COMPETENCIES

**Capacity to influence and inspire**
- Ability to create support for a clear vision, excite and motivate others, build a sense of ‘team’, and nurture a culture of joy, pride, celebration and connection.

**Organisational change**
- Ability to help an organisation navigate constant change; set a manageable pace; and roll out new strategies and initiatives in a way that builds buy-in.

**Self-awareness / reflection**
- Ability to understand your own strengths and weaknesses and the impact of your leadership style, and to regulate yourself accordingly.

**Compassionate, supportive yet confident leadership**
- Ability to bring out the best in very different personality types, empower staff, and allow them to take ownership of their work, while being decisive when necessary.

**Courage**
- Ability to see opportunities where others may not and pursue them at some level of risk.

**Judgement and problem-solving**
- Ability to make smart decisions in ambiguous and unclear situations; capacity to analyse data from a variety of sources and make effective decisions that support the organisation’s overall strategy.

**Networking**
- Excellent communication (written and oral), charisma, presentation, advocacy and representational skills appropriate for diverse, multicultural audiences; ability to build partnerships and networks.

**Prioritisation**
- Ability to set priorities amid competing demands; to focus instead of trying to do it all; to differentiate the urgent from the important; and to focus minds around a clear north star.

**Humility**
- TNH is a unique organisation. You shouldn’t have all the answers nor seek to lead by exerting control. Rather, we want someone who is asking themselves the right questions; relies on influence, not authority; and is humble enough to listen and learn from their colleagues.

**Alignment with TNH’s organisational values:**

- **Courage**: We are a crusading newsroom that seeks to drive change in bold and disruptive ways.

- **Humility**: We are driven by our collective ambitions, not our individual egos.

- **Accountability**: We hold ourselves to the same ethical, financial and environmental standards we demand of others.

- **Solidarity**: We feel a calm moral outrage about the state of the world.
RESPONSIBILITIES

Inspirational leadership
- Together with the management team and Head of People and Culture, nurture a culture of joy, pride, and excitement across the organisation
- Ensure our team delivers while having fun at work; measure ambitions against the risk of burnout and overload, striking a balance that allows staff to find pleasure and sustainability in their work
- Promote the organisation’s values of courage, humility, accountability and solidarity, such that they become part of daily work life
- Motivate and unite colleagues to feel and work as one team, to mobilise collective intelligence, and overcome the isolation of working remotely
- Establish collaborative, productive, and trusting relationships with colleagues and the board

Strategy & Management
- Implement and iterate TNH’s strategy for the coming years, in line with a broad direction set by the Board of Directors after a recent strategy development process
- In support of that strategy, guide the development of an annual work plan and set organisational objectives and targets
- Align staff with the vision and strategy and ensure delivery against those objectives
- Determine the optimal staffing requirements and operational model required for successful delivery
- Together with the COO, ensure the efficient management and compliance of the organisation
- Report to the Board’s Executive Committee on performance against strategy

Fundraising and Outreach
- Determine the organisation’s ideal size and secure adequate funding for TNH
- Act as chief fundraiser for TNH - by marketing its work to donors and other key stakeholders
- Ensure TNH’s financial sustainability by pursuing secondary business models and revenue streams, and by building reserves
- Raise the organisation’s visibility by representing TNH at relevant events and meetings, online and offline
- Identify new markets and growth opportunities for TNH
- Identify and strike partnerships that help TNH achieve its objectives
- Establish and maintain good working relationships with existing and prospective donors, sponsors, partners, and other stakeholders

Talent
- Spot and attract diverse talent to help TNH achieve its objectives
- Build a talent pipeline, taking succession planning into account from the beginning
- Ensure opportunities for staff to continually grow within the organisation

“This Continually in awe of the team at The New Humanitarian. The thoughtful, rigorous and committed way they’ve taken on the really hard (and often painful) work of reimagining what decolonised journalism could look like is a model for how this can be done.”
- Shirish Kulkarni, community organiser, Bureau for Investigative Journalism

“One thing I absolutely appreciate about @newhumanitarian is the insistence on reminding us about ‘forgotten crises’. Who’s doing the forgetting, and why?”
- Nanjira Sambuli, Ford Global Fellow
HOW TO APPLY

Shortlist (www.shortlist.net) is our exclusive recruitment partner for this role. Applications will be considered on a rolling basis until the position is closed, though early applications are strongly encouraged. If you believe you meet the attributes and skills above, please send a brief email with your updated CV or LinkedIn profile to:

Michael Pierson
Associate Partner
michael@shortlist.net

Simon Desjardins
Partner & Co-Founder
simon@shortlist.net

An investigation by The New Humanitarian and Thomson Reuters Foundation into sexual exploitation by aid workers in DRC prompted media coverage around the world, a public apology by the WHO Director-General, and an independent commission that found “clear structural failures” in the humanitarian response.
TNH reporter Philip Kleinfeld speaks to community leaders at a displacement camp in El Geneina, who complain that Sudan’s Darfur region has gone from global cause to forgotten crisis.

The New Humanitarian team at its annual staff retreat in 2022.