

Executive Director, Positive Money Europe

November 2024

A Message from the Board of Directors

We are delighted that you are interested in becoming Positive Money Europe's new Executive Director. This pack includes key information about Positive Money – who we are and what we aim to achieve, how we work, and how this role will contribute to our vision of redesigning our economic system for a better world and a healthy planet.

Positive Money is a leading progressive research and campaigns organisation seeking to reform the money and banking system. We produce ground-breaking research and policy proposals, inform the public and politicians, regularly appear in the media, and mobilise the public behind people-powered campaigns. We believe in radical systems change and work to achieve lasting change on several fronts simultaneously: change in public understanding, the public and media debate, and at the policy and academic level. We work across three key areas: democratising money and banking, a green and fair European Central Bank (ECB), and financing the just transition of homes across Europe. Diversity, equity, and inclusion (DEI) is foundational to our mission, and we are working to embed it in everything we do, including our strategy, our analysis, our campaigns and projects, and our internal operations.

It has been a great pleasure and privilege to work with Vicky Van Eyck, our current Executive Director, for the past 3 years. Vicky has led the organisation helping to build a dynamic, values-led organisation with a strong track record of achieving significant impact. Vicky will be stepping down from her role in April 2025 and we are seeking a new Executive Director to lead the team.

In an era of intersecting economic, social and ecological crises, Positive Money's work is at the heart of efforts to bring about a fairer, more sustainable and more equitable economic system. If you are excited about the opportunity to support Positive Money's vision and the work we do, I encourage you to apply. We look forward to hearing from you.

Best wishes,
Jill Warren, Sotiria Theodoropoulou, Greg Ford, and Jack Easton

About Positive Money

Positive Money is a leading new economy think tank and campaigning organisation re-imagining money, banking, and the economy for the wellbeing of people, communities and the planet. We are part of a growing and collective force for economic systems change. Our work focuses on achieving two core missions:

1. **Redesigning our economic system to tackle inequality and protect the planet.** Give our central banks, governments and international finance institutions a mandate, and the tools, to lead the transition to a just and sustainable future.
2. **Shifting power from big corporations and banks to people.** Create an economic system that redirects power and money away from rich elites and towards people and communities.

Positive Money began in the UK in 2010 in the aftermath of the global financial crash, and currently has a staff team of 13 in the UK, plus several contractors working with us on key projects. Since our founding we've grown as an organisation and become an international NGO. Our EU office began in 2018 and has a staff of 10 and a couple of contractors. Our US office began in 2021 and is in an earlier stage of development. We have also developed several international projects that focus beyond these regions.

How we work:

We are a systems change organisation. We conduct research and develop policy; advocate for our proposals with policymakers and in the media; produce educational materials; and mobilise people, and organisations behind key campaigns. We collaborate closely with other organisations within the new economy movement, and work to integrate diversity, equity, and inclusion (DEI) thinking across our programmes and workstreams, to centre the voices and perspectives of groups targeted by systems of oppression. All our work is guided by strategies of generating change: change in the public narrative, change in what is possible at a technical and policy level, and change at a systems level.

Research > providing robust, evidence-based research and clear policy proposals. We critique mainstream economic policies and systemic failures that have enabled an unjust, undemocratic, and unsustainable financial system.

Policy > We engage directly with decision makers to advocate for policy changes to reform our economic system. We seize opportunities to engage with parliaments, central banks, civil society, academia, and the mainstream media to advocate for change.

People power > growing a diverse movement that empowers people to work together to create systemic change. This is achieved through (i) educating the public about the impacts of our broken system and opportunities to reform it such as implementing citizens' assemblies; (ii) building our supporter base, networks, partnerships, resources and reach; (iii) being an active ally to movements and enabling greater diversity within our own; and (iv) mobilising our supporters. This includes partnering with other civil society organisations and our stakeholders to build a collective movement.

Our main areas of work:

The Future of Money – We all need access to money to buy food, pay our rent and make payments. Money is a fundamental public good that we all rely on and need to work better for everyone. Our payment systems should be inclusive, accessible, and less dependent on private banks.

Green Finance – We need to rethink our financial systems, so they support a greener and fairer future.

Rethinking Central Banking – We need to redesign our economy for a better world and a healthy planet.

Diversity and Accountability – Central banks decisions have enormous consequences on our cost of living, inequality and climate. We need to improve the way those decisions are made.

Our Culture

We work with high degrees of integrity, trust, and accountability

We honour each other as individuals, and treat each other with kindness and respect, assuming everyone is doing their best work. We proactively communicate with self-awareness, set clear expectations, and hold ourselves and each other accountable through open discussion and actionable feedback. We can count on each other's support.

We operate with creativity, open-mindedness, and adaptability

We are curious, open-minded, and embrace complexity. We treat each piece of work as an experiment that generates new insights. We know our work is complex and we don't pretend to have all the answers. We have a positive approach to people who challenge and disagree with us. We seize opportunities and stay flexible, adapting our work plans and ways of working according to the situation and circumstances. We constantly develop our expertise and strive to create an environment where we grow personally and as a team.

We are committed to dismantling oppression and fostering equity

We recognise that systemic oppression exists in various forms within our society and institutions, and we are dedicated to challenging and dismantling these structures within our organisation and beyond. We actively seek to create an inclusive environment where everyone feels valued, respected, and empowered to contribute fully. We continuously educate ourselves about issues of privilege, power dynamics, and discrimination, and strive to integrate anti-oppressive practices into all aspects of our work. We engage in difficult conversations with empathy and humility, understanding that confronting oppression requires ongoing reflection, action, and allyship.

The Executive Director Role

Location: Hybrid (within Belgium)

Hours: Part-time (30.4 hours) or full time (38 hours). Our full-time week can be worked across 4 days. We will consider flexible working requests.

Salary: €5,200/month (gross, FTE, pro-rated for part-time) + pension scheme of 4.5% of gross annual salary. Automatic indexation of gross salary to account for inflation.

Benefits:

- 5 extra legal holidays on top of the 20 statutory holidays
- Meal vouchers, which can be spent in supermarkets & most restaurants, of €7/day
- Transportation cost of €52/month
- Work from home allowance of €151.70/month
- DKV health insurance coverage (including hospitalisation and ambulatory)
- Phone allowance of €20/month
- Frais De Représentation of €250/month
- Remote work from abroad in the EU for up to 3 months per year

Responsibilities of the Executive Director

The Executive Director of our EU office leads a team of 10 staff and 2 regular contractors to take our strategy forward, and work with our motivated and committed Board of Directors to develop the organisation. They will work as part of an international senior management team alongside Positive Money's UK Co-Executive Directors and the International Director of HR & Operations, to develop our wider international work.

The Executive Director will also be an experienced people leader and be familiar with the new economy movement. They will support the team to fulfill its potential, provide credible external representation, lead fundraising activities, develop the organisation's goals and plans, and shape Positive Money's culture and values.

Strategy Development

- Work with the Board to define and hold the organisation's long-term strategy, vision, and mission.
- Create and maintain the organisational architecture that allows the strategy to be achieved.
- Facilitate and support the staff team in collaboratively delivering the strategy.

Delivery of Programmes, Fundraising and Operations

- Lead the development and implementation of the fundraising strategy, working collaboratively with senior leaders to build and maintain funder relationships.
- Oversee all programmes, functions, and workstreams to ensure they jointly add up to delivering the strategy, encouraging shared responsibility for the organization's outcomes and ensuring quality of output.

- Facilitate collaborative planning and prioritisation of resources and time across the organisation.
- Enable organisation-wide change by co-creating solutions to complex challenges, fostering a shared leadership approach to organisational development.
- Manage organisational financial health and budget, with the support of the Head of Finance and Operations.
- Enable shared responsibility for anticipating and managing organisational risk, fostering a proactive and collaborative approach to risk management.
- Collaborate with the Chair of the Board of Directors to ensure board effectiveness and good governance.
- Work with the International Senior Management Team (ISMT) to support international organisational development, facilitating solutions for complex, cross-organisational challenges through collaborative leadership.
- Collaborate with the ISMT to develop organisation-wide strategies and systems that support overall strategic alignment, team culture, and operational effectiveness across all areas of our work. Implement these strategies at the EU level, while adapting specific approaches and systems to meet the needs of the EU office.

External Representation

- Create, develop, and manage high-value strategic relationships with leaders in the new economy movement, partner organisations and funders.
- Act as spokesperson for Positive Money, with funders, the media, and with other key stakeholders.

People and Culture

- Champion the development of the whole staff team, facilitating a collaborative and inclusive approach that recruits, motivates and empowers all staff to reach their full potential.
- Directly line-manage 4-5 senior staff and occasional contractors.
- Foster open communication and collective accountability across the organisation, encouraging dialogue across differences.
- Role model self-awareness and self-reflection and promote high levels of these capabilities.
- Maintain and develop a high level of understanding of diversity, equity, and inclusion (DEI) concepts and foster this across the team, and in all areas of the organisation's work.
- Proactively support senior leaders to excel in their roles.
- Work with the ISMT to shape, define and model the organisational culture both internally and externally.

Candidate Profile

We invite anyone who is interested to apply, regardless of background, experience, or credentials. We are open to candidates who may be considering this as their first role at CEO or Executive Director level, as well as candidates who may already have experience.

We aim to select candidates based on performance in our selection process and actively try to minimise the influence of our biases. There is no perfect candidate, so if you can picture yourself thriving in this role, we would love to hear from you.

Knowledge, Skills & Experience

- You have experience of managing and developing people, with a coaching approach, which includes getting the best out of team members, giving clear feedback, modeling accountability, having a learning mentality and applying best practices in equitable management.
- You understand the new economy movement and sustainable finance agenda and have a willingness to grow as a thought leader in this space, developing your ability to represent Positive Money in various settings. As the face of the organization, you should have an affinity for public speaking and be comfortable participating in high-level political forums.
- You are a strategic thinker, able to translate an organisational strategy into actionable plans and able to adapt to the evolving needs of the organization, consistently overcoming challenges and leveraging resources to creatively solve problems.
- You have knowledge of what it means to run a non-profit effectively (i.e., governance, operations, finance, ensuring quality control).
- You are familiar with diversity, equity, and inclusion (DEI) concepts, and are motivated to integrate them into all aspects of our work.
- You have a willingness to develop the ability to oversee successful philanthropic fundraising, including an ability to align fundraising strategy with organisational strategy and develop long-lasting relationships with funders and stakeholders.
- You understand advocacy, research, and/or policy development work, especially in the EU.

Values & Behaviours

- You have a passion for our mission of reforming money and banking to build a fair, democratic and sustainable economy.
- You have a genuine commitment to continued learning about diversity, equity, and inclusion (DEI) concepts.
- You bring self-awareness and an appetite to reflect on your own behaviour and practices, inviting accountability on your leadership.
- You like complex challenges and are willing to dive into uncertain new areas of work. You have self-care strategies that you are happy to share.
- You are open and responsive to ideas and able to use tact and discretion to help resolve disagreement.

How to apply

Please complete the [application form](#) by January 12, 2025.

Please note that candidates must be legally able to work in Belgium. We're unable to sponsor visas at this time.

Process

The recruitment process will include a series of interviews—up to three—conducted between January and February to accommodate the availability of both candidates and interviewers. These interviews will involve board members and staff to ensure a comprehensive assessment. We prioritize creating opportunities for candidates to learn more about our organization and engage in meaningful conversations throughout the process.

Equality Statement

Positive Money is committed to providing equal employment opportunities to all qualified applicants and do not discriminate on the basis of race, colour, ethnicity, religion, sex, gender, gender identity and/or expression, sexual orientation, size, national origin, disability, age, marital status, pregnancy, parental status, or genetic information. We are committed to hiring and retaining a diverse, culturally competent staff at all levels of the organisation. We strongly encourage people of the global majority, especially Black and Asian folks, LGBTQIA+ individuals, persons living with disabilities, women, non-binary individuals, and people of various socioeconomic backgrounds to apply for this position.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email Flavia D'Erasmus at flavia.derasmo@positivemoney.org.