

ARIADNE

European Funders for Social Change and Human Rights

Director, Ariadne

Candidate Information Pack

Closes, midnight GMT on 27 January, 2025

Ariadne seeks a new Director to lead this influential European philanthropy network at a critical time for social change and human rights in Europe, creating spaces for joint reflection and learning, building trusted relationships among funders, and fostering creative collaboration in philanthropy.

Who We Are

Ariadne is a network of European funders who work together to strengthen philanthropy, help funders act strategically, and encourage new donors to enter the field with maximum impact. Our vision is of a Europe where a strong philanthropic sector helps protect and promote human rights and social change. Our current membership extends across 23 countries. In 2024, Ariadne launched a new [three-year strategic plan](#).

Ariadne hosts regular learning and networking events, coordinates a Change Lab for philanthropy professionals from communities traditional excluded from philanthropy, co-leads the [Funding for Real Change](#) project, and operates an online portal where members can share ideas and information. The network operates both virtually and in-person, with a collection of in-person events per year in different parts of Europe supplemented by online convenings throughout the year. The language of the central network is English, with sub-networks working in French, Dutch, German, and Italian.

Ariadne is hosted by Global Dialogue, an international philanthropy support organisation partnering with funders to advance rights, equity and diversity. Independent in status and global in reach, Global Dialogue provides funder networks, collaboratives and their partners with practical support and technical expertise to create lasting change. Global Dialogue offers an inclusive workplace where it is safe to challenge language and behaviour, as well as flexible working and other benefits dependent on the country of employment.

About this role

The Director has overall responsibility for implementing Ariadne's strategy, maintaining the membership, and ensuring that the network has adequate resources to operate. There is a significant outward-facing element to this role, providing thought leadership in the European philanthropy sector, representing European human rights philanthropy externally, and facilitating funder discussions. Internally, this position manages a small, remote team of four, liaises with the Ariadne Advisory Board on the direction and management of the network, and oversees the budget. The Director, with the support of other team members, is responsible for raising and managing the funds for the network's operation.

Ariadne is a community, and we try to foster a sense of safety and trust among the members and the staff team while also harnessing our collective power for social change. The Director plays an important role in setting the tone for the network and creating an inclusive environment. This is a hands-on role; the team works very closely and in a participatory manner.

The Director reports to the Director of Programmes at Global Dialogue, Ariadne's fiscal host, and to the Ariadne Advisory Board.

Job Description

- Identifying issues and trends of importance to European donors and working with the Ariadne Advisory Board and team to set the strategic direction for the network.
- Keeping abreast of philanthropic developments and helping position Ariadne's work appropriately.
- Understanding the needs of Ariadne's membership and of civil society movements and guiding funders towards possible solutions.
- Demonstrating leadership and fostering a sense of community within the network.
- Designing and facilitating, with the support of the team, events that support and inspire European human rights and social change funders.
- Identifying and cultivating funding sources for the network and projects.
- Identifying opportunities for membership growth in Europe.
- Manage staff remotely (currently in UK, Germany, and Slovenia).
- Raise and manage a budget of roughly £800,000, including core and project grants, membership contributions, and event sponsorship.
- Representing Ariadne at meetings and events relevant to social change philanthropy, including speaking at conferences and on webinars.
- Writing blogs and articles as appropriate to share the work of Ariadne.
- Maintaining relationships and communication channels with other funder networks.
- Other duties as required.

Person specification

Ariadne comprises a small and dedicated remote team with shared responsibility for projects. The person who fills this post must feel able to work independently and to accept a high level of responsibility. We are looking for someone with the following skills and experience:

Essential

- Extensive experience of working within social change or human rights fields.
- Knowledge of the philanthropic space and the role of networks in driving impact.
- Hold a master's level qualification, or able to demonstrate this level of learning through their wider learning and experience.
- Sensitivity to lived experience of marginalisation or oppression.
- Able to demonstrate a commitment to improving the practice of philanthropy in line with social justice values, with specific work around human rights.
- Demonstrated ability to raise and manage funds.
- Experienced in managing a team that includes employees and external consultants, balancing the responsibilities of evolving roles.
- Familiarity with the European donor landscape.
- A track record of effective leadership in the private philanthropy and grant-making sectors.
- Excellent communication skills, with experience writing for wide audiences and presenting information in person.
- Ability to build and sustain partnerships and networks.
- Ability to thrive in a collaborative team and commitment to inclusive leadership practices.
- Excellence in strategic thinking and clear planning, including strategic team development.
- The ability to turn commitments to a cause into practical and immediate steps.
- Confidence and motivation to work from home and ability to manage and inspire remote teams.
- Willingness to travel up to 20% of the time, usually in Europe, but occasionally further to attend relevant events.

Desirable

- Facility in a European language other than English; French, German, Italian, or Dutch are particularly helpful.
- Previous experience working as a grantmaker or detailed understanding of grantmaking.

Statement of Equal Opportunities

We value, welcome and respect all the differences that make us who we are and stronger, and recognise that the intersections of our identities enrich our community. This includes age, cultural background, disability and mental health, ethnicity and race, gender, gender identity and expression, sexual orientation, and social background. We also recognise that the interconnected nature of these social categorisations can lead to overlapping systems of discrimination. We have a robust Equality and Diversity Policy that is periodically reviewed, ensuring that candidates and employees are treated fairly.

When talking to our team candidates can expect:

- To be asked questions that are relevant to the role.
- All recruitment materials to be written in such a way that avoids direct and indirect discrimination, for example, without the use of gendered language.
- To be given a chance to ask questions ahead of the interview.
- To be given a clear understanding of what to expect in the interview.
- To be compensated if asked to undertake an exercise that requires significant input.
- To be treated with kindness and respect in every stage of the recruitment process.
- Never to be asked irrelevant questions related to a protected characteristic.
- That reasonable adjustments will be offered and implemented at every stage of recruitment.

Terms and conditions

Hours	This role is full-time (35 hours/week).
Terms	Permanent, subject to 3-month probationary period.
Location	UK or Europe; the Ariadne team works remotely, and this role is home based. The Director will be required to undertake regular international travel (expected to be up to 20% of time) to attend Ariadne events and other conferences and meetings the role requires.
Reporting	Reports to the Global Dialogue Director of Programmes, in partnership with the Ariadne Advisory Board; line management of the Ariadne Director of Programmes and the Ariadne Grants and Engagement Manager.
Remuneration	This role has been benchmarked at a UK salary of GBP £106000 per annum. Candidates based outside of the UK will be offered comparable compensation either through an Employer of Record or consultancy contract, depending on their location. Global Dialogue offers a range of benefits including 25 days annual leave plus public holidays (pro rata), a flexible working policy, and personal development leave. Pension arrangements and other benefits will be negotiated based on the location of the applicant, local norms, and parity with Global Dialogue's wider staff team. Please contact us if you would like further information about our approach.

How to apply

To apply please send an email to applications+AR@allysondavies-consultant.com by midnight GMT on 27 January 2025 with the words Ariadne Director and your name in the subject line. You should attach a CV and maximum two-page cover letter in English setting out why you are interested in this role and how you meet the criteria set out in the person specification. Shortlisted candidates will be invited to an initial online interview in mid-February.

Need assistance?

We are committed to the employment and career development of people with disabilities. We are happy to consider any reasonable adjustments that candidates may need during the recruitment process, and you will be asked whether you require anything if you are invited to interview. If you need this information in another format or if there are additional options you'd like to request, please contact the Head of People, Keighley Jensen, at keighley@global-dialogue.org to discuss this further.

Privacy Notice

As part of any recruitment process, Global Dialogue collects and processes personal data relating to job applicants. Global Dialogue is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations. Please read our Privacy Notice for job applicants [here](#).

Thank you for your interest in working with Ariadne. We look forward to hearing from you.