

May 2025

Director of Communications NatureFinance (NF)

About NatureFinance

NatureFinance is a Swiss-based, international not-for-profit organisation dedicated to aligning global finance with an economy that works for nature, climate and people in a rapidly warming world. Through a fully remote team based all over the world, we operate as a kind of think tank and solutions lab, helping develop and pilot innovative financial instruments and policy reforms that (1) help support countries in particular to address the vicious cycle of debt, climate and nature crisis, (2) help make financial systems and economies more resilient and adaptive in a rapidly warming world and, (3) ensure that natural capital is valued and harnessed as a driver of sustainable development and economic opportunities. Our strategies are driven by a deep attention to the urgent, interrelated climate and nature loss challenges facing low- and middle-income countries, particularly in an increasingly disruptive geopolitical and economic context.

Role overview

We are looking for an experienced Strategic Communications leader and team manager to play a central role in shaping NatureFinance's narratives and leveraging both direct and broadband engagement to deliver on our mission. The role will focus on designing and executing communications approaches at the organizational and workstream level, working with area leads on strategies and tactics to help define and influence external audiences and position NatureFinance as an innovative thought-leader and impact driver at the nexus of nature, finance and development.

The successful candidate will be a strategic thinker and inspiring leader who is a resourceful, creative, and innovative content creator. They should have direct experience working at the intersection of finance/business and sustainability, with a knack for spotting connections between NF's work and emerging developments in a rapidly evolving economic and geo-political landscape. They should excel at building strong relationships with busy workstream leads and developing creative methods to stay abreast of their work and forthcoming "products" and cultivate complementary comms efforts alongside them. They should be equally excited by plotting narrow-band, direct influencing and engagement efforts as by developing broad-band public facing communications strategies, including outreach and convening. This position reports directly to the CEO, sits on the Senior Leadership Team and is expected to contribute to the substantive direction of NF and locate communications along the entire value chain of our work.

Key Responsibilities

- Design and deliver an effective and agile internal and external communications strategy that continues to develop NatureFinance's unique brand identity, organisational positioning and narrative through a range of tools and approaches, including outreach events and report launches
- Work with workstream leads and technical staff to help translate their work into multiple products that are accessible to a range of target audiences.
- Pro-actively advance the strategic placement, experience, active voice, and capabilities of NatureFinance and our partners—both publicly and privately/direct to audience—to build a comprehensive and targeted engagement presence across all areas of our work/entities.
- Support the NF team, Board and strategic partners to be regular and effective communicators on behalf of NF's mission and goals.

- Sustain and build on our excellent track record of branding, design, network leveraging, online presence and publications, bringing our execution in this domain to the next level of impact.
- During periods of urgency, develop rapid response communications plans and participate in working groups with NatureFinance colleagues to coordinate a focused and agile communication response across the organisation
- Help craft and pitch innovative, out-of-the box pieces to outlets across a range of media (print, digital, social), that position NatureFinance's thought leadership on issues relevant to our mission.
- Collaborate closely with the Strategic Partnership and Impact Team colleagues to support donor outreach and engagement.
- Contribute to internal awareness and knowledge sharing of NatureFinance work being developed, as well as milestones and impact.
- Shape and execute strategic communications initiatives, identifying high-impact events and partnerships to advance our messages, reach and influence.
- Oversee and manage the Communications Team as well as external providers and consultants, ensuring seamless execution of these responsibilities with responsiveness, technical expertise, strategic opportunism and innovation.

Budget and Operations Management

- **Budget Oversight:** Support and manage the monitoring of budgets associated with Communications' specific activities and initiatives, ensuring alignment with organizational financial guidelines and objectives.
- **Operational Support:** Contribute to other areas of NatureFinance's work as required, providing operational and strategic support from communications to ensure project and organizational goals are met.

People Leadership

- **Team Supervision:** Lead and supervise a team of 3-5 members, fostering a collaborative and high-performing team environment.
- **Performance Management:** Establish individual and collective goals aligned with NatureFinance's broader mission and values and monitor team performance to ensure objectives are met.
- **Development and Mentorship:** Provide mentorship and professional development opportunities for team members, supporting their growth and enhancing their contributions to NatureFinance's mission.

Qualifications and Experience

- 10-15 years of experience in communications leadership
- Highly organised, strategic thinker with strong attention to detail
- Demonstrated ability to thrive in an early stage, lean organizational environment
- Dexterity in managing and leading a team of professionals operating remotely.
- Exceptional writing, editing, research, and oral presentation skills; with English fluency required.
- Experience working in the realm of financial/business/economic journalism/communications and sustainability
- Experience breaking down complex arguments, distilling key messages, and tailoring them effectively for multiple target audiences
- Expertise in developing multimedia stories and messaging tailored to key target audiences and engagement objectives

- Excellent project management and prioritisation skills—knows how to balance multiple projects simultaneously, involve the right colleagues at the right moment, and manage their team members' capacity and resourcing to get the right things done.
- Highly adaptive, innovative and mission-oriented
- Demonstrated experience in multi-channel digital marketing, content development, and organizational positioning for a global non-profit
- Exceptional interpersonal skills and high emotional intelligence, with an ability to develop and maintain long-term, productive relationships internally and externally in addition to cross-cultural sensitivity and knowledge
- Ability to manage and prioritize multiple tasks in a fast-paced, high intensity work environment
- Proactive team player with a strong desire to learn and the ability to be flexible
- Strong media relations experience and media contacts a plus.

Personal Attributes:

- **Cultural Sensitivity:** Understanding and respect for diverse cultural perspectives, especially in the context of working with different geographies, cultures and backgrounds.
- **Adaptability:** Flexibility to adapt to changing priorities and work environments.
- **Integrity:** High ethical standards and a commitment to confidentiality and professionalism.
- **Initiative:** Self-motivated with a proactive approach to work and the ability to drive initiatives independently.

Terms

The role will be full-time, working remotely, with a requirement for the candidate to be located within GMT/+1 time zones, and a preference for being based in Europe (with some flexibility). The ideal start date is August 1, 2025, with flexibility.

Due to the characteristics of NF's business and the position, the team member might be required to travel. NF can determine the means of transport. The gross salary will not be affected by this, and NF will either supply cash in advance or reimbursed in full all costs associated to the business travels including but not limited to flights, hotel, and other expenses associated with the business trip.

This job description outlines the primary responsibilities and requirements for the Director of Communications at NF. The Director of Communications may be requested to undertake additional activities to support the NF team, as per the CEO's request. This role requires flexibility and a collaborative approach to ensure the smooth functioning of NF operations.

NatureFinance is an Equal Opportunity Employer

We are committed to fostering a diverse and inclusive workforce and encourage candidates from all backgrounds to apply. We look forward to welcoming a dynamic individual who shares our passion for aligning finance with nature-positive outcomes.

How to Apply:

Interested candidates are invited to submit their 2-page resume and a targeted 1-page cover letter detailing their qualifications and experience related to this position's requirements. Applications should be done on LinkedIn [Director of Communication Position](#) by May 28th, 2025. Application materials developed with the assistance of AI will not be considered. Please note that due to the high volume of applications we receive, NF may not be able to respond to every applicant. Only candidates selected for further consideration will be contacted.