

# DIRECTOR OF FINANCE AND OPERATIONS

---

**Front Line Defenders works to improve the security and protection of human rights defenders and organisations around the world at risk for their peaceful and legitimate human rights work. Established in Dublin in 2001, Front Line Defenders maintains its headquarters in Dublin, an EU Office in Brussels, and regionally-based field staff in the Americas, Asia, Africa, Europe & Central Asia, and the Middle East.**

## THE POSITION

Reporting to the Executive Director, the Director of Finance and Operations is responsible for contributing to the achievement of the organisation's business objectives by providing strategic leadership across Finance, Human Resources, Information Technology, Logistics and Administration.

The post-holder will be responsible for ensuring that the organisation's support functions operate in a way that optimises the overall effectiveness of the organisation and enables the delivery of its strategy. The role is a key member of the senior management team and also works closely with the Board and relevant Board sub-committees in relation to governance, financial control, and strategy implementation.

## REQUIREMENTS

Interested candidates will hold a professional accountancy qualification together with eight plus years relevant leadership experience, ideally gained in an organisation of relevant complexity and operating across multiple international jurisdictions.

The appointee will be highly motivated with excellent initiative, communication and organisational skills coupled with an effective people management style and will empathise with the work of a human rights organisation.

Experience in the human rights or international NGO sector is required, while a commitment to the mission, vision and values of Front Line Defenders is an essential requirement.

## REMUNERATION

A competitive remuneration package will be on offer to the successful candidate.

## HOW TO APPLY

If you believe that you meet the requirements necessary to take on this important role, please submit a comprehensive Curriculum Vitae via email to Principal Connections at: [apply@principalconnections.com](mailto:apply@principalconnections.com) for the attention of **Eilish Devine, Practice Leader** of our retained executive search partners, **Principal Connections - executive search** on or before **12 noon on Friday 6<sup>th</sup> June 2025**.

For a confidential discussion please contact **Eilish Devine** on **+353 (0)1 703 88 09**.

## ADDITIONAL INFORMATION

Principal Connections is acting as an employment agency and has been retained to manage this key appointment.

We are committed to a policy of equal opportunity and encourage applications under all nine grounds of the Employment Equality Act.

Candidates for this post will be sourced through both an advertised selection and executive search process.

Please note that any offer of employment will be made subject to satisfactory reference checks as well as any other background checks and assessments considered appropriate to the process.

By applying for this vacancy with Principal Connections, you accept the Term's & Conditions, Privacy Policy, and Cookies Policy which can be found on our website [www.principalconnections.com](http://www.principalconnections.com)

## ABOUT PRINCIPAL CONNECTIONS

[Principal Connections](http://www.principalconnections.com) is Ireland's leading executive search and leadership consulting firm and is part of [Agilium Worldwide LLC](http://www.agiliumworldwide.com) (est. 1984), independently ranked one of the world's top global executive search groups. (55+ offices, 30+ countries, 250+ consultants).