

International Director

March 2026

THE
LEPROSY
MISSION
INTERNATIONAL 



charisma
CHARITY RECRUITMENT

Dear Candidate,

Thank you for your interest in the role of International Director for The Leprosy Mission International.

This is a significant moment in the life of our Global Fellowship. For over 150 years, The Leprosy Mission has been committed to serving people affected by leprosy, combining professional excellence with Christian compassion. Today, we are a diverse Fellowship of supporting and implementing Members working across multiple continents and cultures, united by a shared vision to defeat leprosy and transform lives.

As we enter the next phase of our 2025 – 2030 Global Strategy, we are seeking a leader who can build on strong foundations while guiding confidently into the future. The context in which we operate is complex. Funding environments are shifting. Geopolitical realities affect where and how we serve. Capacity across our Fellowship varies. Yet the opportunity before us remains unchanged; to pursue a world without leprosy with faith, courage and perseverance.

We are looking for an International Director who can strengthen trusted relationships across our Fellowship, enable greater collaboration and effectiveness, and ensure that our strategy translates into measurable impact. The role calls for spiritual depth, cultural intelligence and courageous leadership. It requires someone who can listen well, act decisively when needed, and represent The Leprosy Mission with credibility on the global stage.

Above all, we seek a committed Christian who is motivated by justice for those affected by leprosy and who will safeguard and deepen the Christ-centred identity of our Fellowship.

If you sense that your experience, faith and calling may align with this opportunity, then I encourage you to speak with Adam at Charisma, to explore if this could be the role to which God is calling you.

We look forward to meeting you soon,



Fiona Davidson
Chair, The Leprosy Mission International and Global Fellowship Board



Who we are

Our vision: leprosy defeated, lives transformed

We are striving towards a world in which there is no transmission of leprosy, in which there is no new disability resulting from leprosy, and in which no one will experience the pain of discrimination because of leprosy. We know this will ultimately be fulfilled in the final Kingdom of God.

We are an international, Christian, leprosy-focused organisation; a key global player in the fight against leprosy. We are a Global Fellowship comprising Members from 27 different countries. We work together with people from all cultures and beliefs to defeat leprosy and bring about transformation in the lives of persons affected by leprosy.

We do this in collaboration with governments, the local church and other faith communities, with organisations of persons affected by leprosy, with NGO Networks, universities, and with other stakeholders.

ZERO LEPROSY



Our Christ-centredness

Being Christ-centred is foundational to who we are, so it is present in all our engagements and partnerships. It is seen in how we serve persons affected by leprosy, work faithfully with our colleagues, and engage humbly with other organisations. As a Christ-centred organisation, we seek God's guidance through prayer at all stages of our work and decision-making.

The local church is a special partner. Encouraging and equipping the local church to be an instrument of change within communities is a great opportunity and privilege.



Our values

- Compassion
- Justice
- Integrity
- Inclusion
- Humility
- Collaboration

We welcome staff, partners, and supporters who share these values to join us in this important calling.



About the post

The International Director is based at the Brentford office and leads the International Office, reporting directly to the International and Global Fellowship Board.

The role carries responsibility for a team of over 20 staff within the International Office, including colleagues based in Brentford, elsewhere in the UK and overseas.

The Director line manages Country Leaders in contexts where there is no local self-governing Board of Trustees and provides oversight to cross-cultural workers serving within the Fellowship.



The direct reports for this role

Senior Leadership Team

Head of Operations: Their role is to help Members of the Global Fellowship obtain the support they need to function well, especially in the areas of strategy, programming, operations, organisational strengthening, capacity development, as well as local governance development.

Head of People & Safeguarding: Their role is ensuring that The Leprosy Mission maximises the value of our people, whether this is through high-quality recruitment, appropriate compensation, performance management, and learning and development.

Head of Finance: Responsible for financial, grant, and treasury management on behalf of The Leprosy Mission, overseeing global budgets, funding allocation, and external audits.

Head of Knowledge Management & Learning: Responsible for managing the KML team, which includes innovation, research, knowledge management, and communications. This person is the global lead on risk management, policies and standards, internal audit, and leprosy-related disability.

Head of Fundraising Development: Their role is to support and enable fundraising colleagues to increase fundraising skills, capacity, and confidence so that we raise the funds needed to defeat leprosy and transform the lives of people affected by leprosy.

Other direct reports

- Senior Administrator: Global Services
- TLM Country Leaders that are not self-governed (Currently: Bangladesh, Chad, Democratic Republic of Congo, Ethiopia, Papua New Guinea and Mozambique)
- Global Advocacy Lead

Scope of the post

Leadership

The International Director provides strategic, spiritual and organisational leadership to The Leprosy Mission Global Fellowship, as defined in the TLM Charter, serving a diverse family of supporting and implementing members operating across multiple continents, cultures and governance contexts.

Strategy Delivery

The role carries responsibility for enabling the delivery of the 2025 - 2030 Global Strategic Plan across supporting and implementing members, strengthening collaboration and collective effectiveness within a federated structure of autonomous and non-self-governing bodies.

Financial Stewardship

The International Director ensures that the International Office functions as an effective global hub, providing clear strategic direction, disciplined financial stewardship and operational coordination. This includes budgetary responsibility for approximately £2.5 million and leadership over Global Fellowship revenue of c.£43m worldwide.



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Representing the organisation externally

Externally, the role represents TLM at global level, building trusted relationships with multilateral agencies, institutional funders, global health networks and mission partners. The Director will influence proposals and funding initiatives with a combined value of up to £3 million per annum, strengthening TLM's reach, credibility, impact and long-term sustainability.

Spiritual identity

Internally, the Director safeguards and advances TLM's Christian identity and spiritual life, while supporting members facing political, economic or organisational challenges and responding appropriately to crisis situations.

A rare opportunity

This is a rare opportunity to lead a internationally recognised Christian global fellowship at a pivotal moment in its development. It will suit a courageous and thoughtful leader who is energised by complexity, committed to unity, and motivated by justice for people affected by leprosy.

The next International Director will help shape what TLM becomes over the next decade, building a Fellowship that is resilient, collaborative and effective in transforming lives, not simply stewarding what already exists.



Key priorities in the first three years

The successful candidate will be expected to:

- 1** Ensure the International Office is fully fit for purpose, with clear priorities, effective systems, and strong leadership culture.
- 2** Build strong, trusted relationships across the Global Fellowship and strengthen how members collaborate and deliver, ensuring that the 2025 - 2030 Strategic Plan translates into real progress and measurable impact in its first phase.
- 3** Strengthen organisational resilience across supporting and implementing members, enabling them to navigate local challenges and deliver consistent, high-quality impact.
- 4** Support sustainable and diversified income growth, reducing dependency on traditional funding streams and identifying new areas of work and opportunity in response to geopolitical and funding shifts.
- 5** Deepen collaboration internally and externally, strengthening partnerships with the World Health Organization, the [International Federation of Anti-Leprosy Associations \(ILEP\)](#), the [Global Partnership for Zero Leprosy \(GPZL\)](#), United Nations bodies and other agencies.
- 6** Safeguard and strengthen Christian centredness and unity across a diverse global movement, balancing deep consultation and inclusion with the confidence to take timely decisions in the best interests of the whole Fellowship.

Experience & Skills

Experience and track record

- Significant senior leadership experience within an international, multi-cultural organisation, ideally within a federated, confederated or networked structure, working with governing Boards.
- Experience of working across diverse governance contexts, including supporting autonomous or semi-autonomous entities.
- Demonstrable experience of income growth, financial oversight and strategic resource allocation.
- Experience of international development programming and fundraising.
- Experience of representing an organisation at senior external levels, including engagement with multilateral agencies, institutional funders, global networks or government stakeholders.
- Experience of navigating complexity, balancing consultation and inclusion with timely, confident decision-making.



Skills & capability

- Ability to build trusted relationships across cultures, geographies and differing levels of organisational maturity.
- Strong influencing and negotiation skills, with the confidence to act as a critical friend and mediate in situations of tension or conflict.
- Strategic thinking combined with disciplined execution, able to align vision with measurable delivery.
- Financial and risk management capability, including the ability to interpret management accounts and oversee organisational budgets.
- Clear and compelling communicator, both verbally and in writing, with strong intercultural awareness.
- Ability to prioritise effectively and maintain focus on results within a complex and politically sensitive environment.

Personal qualities & faith commitment

- A committed and practising Christian, able to articulate and model TLM's Christ-centred identity with humility and conviction.
- A servant-hearted leader with the courage to take difficult decisions when required.
- Emotionally intelligent, resilient and self-aware, able to sustain the pace and travel demands of the role.
- Energised by global mission and motivated by justice for people affected by leprosy, able to get alongside those with lived experience and value their voice in shaping the Fellowship's work.
- Fluent in English; additional languages, particularly French, are highly desirable.
- Right to work in the United Kingdom.

Proven ability

- Proven track record in a leadership role in an International Development organisation.
- Proven management of complex inter-team cross cultural relationships, including external partners (UN bodies, multilateral agencies, NGO networks) and remote international contacts.
- A proven track record of strengthening organisational effectiveness, building capacity and delivering strategic outcomes.
- Demonstrated experience in roles that required an understanding of the principles of leader support and capacity development.
- Proven track record of being self-motivated, a self-starter, leading to accomplishment of goals and targets.

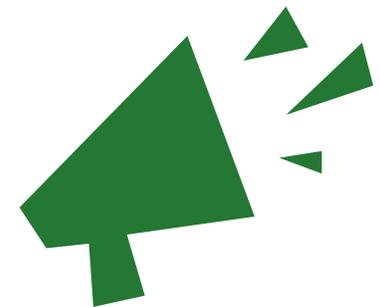


Duties & Key Responsibilities

- 1 Deliver income and programme growth and development in line with TLM strategic priorities**
- 2 Lead TLM's internal and external relationships, partnerships, collaborations, and advocacy**
- 3 Ensure global engagement and collaboration to advance the effectiveness of the whole Global Fellowship**
- 4 Strategic decision-making**
- 5 Foster the Christ centredness of TLM**
- 6 Manage and lead TLMI functions to ensure effective governance**

1. Deliver income and programme growth and development in line with TLM strategic priorities - 15%

- Implements TLM's vision, mission, core values, and strategy.
- Oversees (facilitates and co-ordinates) the implementation of the global strategic plan through a combination of co-ordinated Member Country action and direct TLM action to ensure effective outcomes, reporting on impact, achievements and strategic progress.
- Encourages, supports and grows the active role played by the Fellowship Members in line with the principles of the Fellowship Charter.
- Provides pro-active leadership at the global level in areas identified by Members including global level fundraising, communication and decision-making within TLM on global matters, and measurable strategic global impact.
- Identifies new sources of income and actively supports significant revenue growth in all possible settings, including at global/trans-national level and by Member countries.
- Lead and support measures to build fundraising income, both institutional and private donor funding, worldwide.



2. Lead TLM's internal and external relationships, partnerships, collaborations, and advocacy – 20%

- Accountable to the TLMI Board in the first instance.
- Works closely with Member Country Leaders (in a line-management role where there is no local governance structure) to achieve effective outcomes and, where applicable, with governing boards of TLM Members.
- Fosters strong and respectful relationships between TLM Members, and between TLMI and Members, in line with TLM's global mission and values and the principles of the TLM Charter.
- Ensures effective functioning of representative working-groups, in particular the Member-Appointed Working Groups and the Representative Management Group.
- Responsible in conjunction with the group convenor, for the work of the Research Working Group.
- Builds effective relationships with the International Federation of Anti-Leprosy Associations (ILEP) of which TLMI is a member, the World Health Organisation (WHO), UN agencies and representatives of governments and other significant organisations to extend TLM influence and impact.
- Grows active participation in global-level networks, forums and collaborations (including relevant health, disability and development networks, multinational mission and development agencies), in a manner that advances TLM's vision, influence, impact and reputation.
- Engages TLM in advocacy at all levels (global, national and local community) with a clear, consistent voice so TLM is well positioned to influence policies, decisions and strategies that impact people affected by leprosy.
- Champion participation by leprosy affected people at all levels of decision-making.

3. Ensure global engagement and collaboration to advance the effectiveness of the whole Global Fellowship – 20%

- Advance The Leprosy Mission’s global positioning: its name, reach, reputation, and strategic plan, and what it stands for internationally.
- Extend The Leprosy Mission’s engagement in relevant international alliances and collaborative ventures that grow revenues and increase TLM’s program reach.
- Ensure that the TLM global fellowship continues to flourish through strong mutually respectful relationships between equally valued Members.
- Keeps up to date with changes in the political and economic environment that may affect the work of TLM, and relationships and outcomes in the countries where TLM is working.
- Providing leadership to and Involvement, as required in crisis situations that develop ‘in country’.
- Ensures mechanisms are in place to keep the work of TLM up to date with medical and technical developments relating to leprosy, and significant external changes in thinking.
- Closely monitors and clearly communicates within TLM both external developments as above and key shifts in Member opinion which may have an impact on the Mission as a whole.



4. Strategic decision-making - 25%

- Supports and facilitates the work of TLM Members by ensuring TLMI (the global hub) functions effectively in line with global strategic priorities, the approved annual budget, in close co-operation with Country Leaders and in response to Member feedback. Gives leadership and direction in the formulation and implementation of annual plans and budgets for TLMI agreed by the Board. Manages the staff of TLMI, ensuring appropriate mechanisms and personnel policies are in place for the recruitment, training, development and review of TLMI staff (20+ people).
- Is responsible for the financial management and control of TLMI and manages the overall financial health of TLM, including ensuring sound budgeting and financial monitoring processes.
- Ensures global financial, governance, HR, medical/technical and other relevant policies are adopted and reflected in all TLM country policy frameworks to ensure effective outcomes are achieved in line with global strategic priorities.
- Ensures TLM develops and adheres to agreed processes and standards, and suitable mechanisms for the monitoring, evaluation and performance of TLM's work are in place.
- Protects and advances the TLM brand and reputation by working with integrity and ensuring appropriate policy and legal protection for the TLM brand.
- Undertakes significant and regular international travel to fulfil his/her duties.



5. Foster the Christ centredness of TLM – 10%

- Build understanding and practice of integral mission in The Leprosy Mission and promote the organisation's Christian identity.
- Prioritises and fosters the development and celebration of Christian spiritual life within and throughout TLM, modelling and encouraging spiritual leadership.
- Leads times of Christian devotion and prayer within TLMI, TLM and wider settings such as church services, conferences and Christian and supporter meetings.
- Encourages and values the heritage, culture and focus on prayer in all TLM Members and TLMI.
- Articulates the missional purpose of TLM and its Christian nature, identity, values and underpinning theology to others and ensures these are embedded in the organisation and seen in the outworking of its objectives.
- Ensures that systems are in place for nurturing the spiritual life of TLMI personnel and, as far as possible, people, families and communities affected by leprosy.
- In conjunction with the Spiritual Ministry Working Group keeps TLMI and TLM abreast of mission issues, explores TLMI's ministry in the wider context of world mission, champions a deeper practice and discovery of integral mission, and fosters good relationships with other mission agencies.
- Promotes and encourages the practice of TLM's core values in all TLM settings.



6. Manage and lead TLMI functions to ensure effective governance – 10%

- Accountable to the TLMI Board for impact, performance and delivery against the Strategic Plan, ensuring the Board is well informed and equipped to fulfil its governance responsibilities.
- Work closely with the International Chair, Board Officers and Board committees to strengthen governance, financial stewardship, risk management and organisational effectiveness.
- Ensure appropriate governance policies are developed, implemented and regularly reviewed, and that TLMI complies with all constitutional, legal and regulatory obligations.
- Maintain oversight of the internal and external risk environment, reporting significant risks and mitigation strategies to the Board.
- Enable effective functioning of the Representative Management Group and Member-Appointed Working Groups, ensuring strong connection between the Fellowship and the Board.
- Plan and facilitate global meetings, Assemblies and Fellowship gatherings so that they are well governed, strategically focused and decision-enabled.
- Line management of non-self-governed Country Leaders. Support the development of governance and leadership capacity in Member countries, particularly where local boards are not yet established.





Terms and Conditions

The appointment is subject to satisfactory references, safeguarding checks and a probationary period of six months.

Hours: 35 per week

Salary: Circa £95,000, depending on experience.

Pension: There is a pension scheme applicable to your employment. The employer's contribution is 10 per cent.

Work base: This is an office-based post TLMI Office Brentford, London and this will be your centre for the claiming of travel expenses if appropriate. Significant international travel (50-70 nights a year) and compensatory time off in lieu policy.

Expenses: Expenses incurred in connection with work in accordance with established regulations will be paid.

Holiday entitlement: Annual leave is 25 days pro rata 8 days statutory bank holidays.

Notice: Six months' written notice on either side is required for the termination of the appointment after the successful completion of the six-month probationary period.

Safeguarding risk assessment

This role has been assessed as having a 'high' level of safeguarding risk. This is because the role potentially involves being alone, or having physical contact, with a child or vulnerable adult.

Additionally the role may have control over the provision of goods or services; or provide safeguarding advice; or promote safeguarding awareness.

TLMI will put relevant mitigation measures in place in order to lower the level of safeguarding risk.

For example, these will include: enhanced recruitment procedures, support from staff with safeguarding expertise, and six-monthly assessment of role-related safeguarding risks. It is required that the post holder will collaborate so that these measures can be put in place.

Safeguarding Statement

Safeguarding is everyone's responsibility, and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults. Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees, as is participation in related mandatory/statutory training.

How to apply

The Leprosy Mission International is being supported in this appointment by Charisma Charity Recruitment. Applications should be submitted via the Charisma website. For an informal and confidential conversation about the role, please contact:

Adam Stacey

Email: info@charismarecruitment.co.uk

Phone: 01962 813 300

Closing date for applications: 13 April 2026

Your application should include:

- A full CV including career history and key achievements
- A covering letter explaining your motivation for applying and how your experience aligns with the key priorities of this role

Shortlisted candidates will be invited to attend two stages of interview:

First stage interviews: 7 May 2026

Second stage interviews: 14 May 2026

This role is subject to an enhanced DBS check, all offers subject to satisfactory reference checks.

This post is subject to an Occupational Requirement that the postholder is a practising Christian, in accordance with Part 1 of Schedule 9 of the Equality Act 2010. During the selection process, you will be invited to share your personal Christian journey and involvement in church life.

We encourage candidates to approach this opportunity prayerfully. If you have any questions regarding the appointment process, please do not hesitate to contact Charisma using the details above.

For more information about The Leprosy Mission International and their work, please visit our website, leprosymission.org



The Leprosy Mission International

80 Windmill Road, Brentford, Middlesex, TW8 0QH, United Kingdom

Company Registration no: 3591514

Registered Charity No: 1076356

Photo credits:

p.4, 5, 9: Sabrina Dangol

