NRGI

JOB DESCRIPTION

Job Title:	Communications Director
Team:	Communications
Location:	Open to any base of work with right to work; Preference for NRGI office location – Accra, Brussels, Bogota, Dakar, Lima, London, Mexico City, New York, Santiago
Reports to:	President & CEO, member of the senior management team
Supervises:	Communications Manager, Senior Communications Officer, Latin America Communications Officer and Africa Communications Officer.

NRGI Background: Oil, gas and mineral resources have shaped the political, economic, social and environmental trajectories of societies for generations. For people living in low- and middle-income producing countries the extractive sector has been a source of potential - for public revenues, technological innovation and economic opportunity. But too often the sector has generated false promises – fueling conflict, corruption, poverty, inequality, and environmental harm, rather than sustainable development and public benefit.

The current context introduces new challenges**.** The ongoing energy transition is characterized by deep uncertainties - around the pace of changes in demand for fossil fuels and transition minerals, the scale of increase in access to clean and reliable energy and the power of citizens to shape transition agendas that serve their development needs. But it also has brought tremendous attention to the role of the extractive sector for people and the planet and the opportunity for concerted progress to address longstanding inequities for countries with oil, gas and mineral resources. At this critical juncture, NRGI's laser sharp focus on resource governance will help seize opportunities to advance sustainable development and just transitions.

By 2030, we aim to unlock the transformative potential of resource governance to build more inclusive, resilient and prosperous societies. For more information see: www.resourcegovernance.org.

Job Purpose: With the launch of NRGI's 2025-2030 Strategy, NRGI seeks a dynamic, ambitious and innovative Communications Director to help maximize the strategic impact of NRGI's communications. In July, NRGI completed a communications review, which defines strategic communications as a deliberate, influence -driven approach, based on understanding our key audiences, asks, and narratives that inform decision making. We understand that communication ensures that our expertise and experience informs — and shapes — the agendas of those with the power to act. There is strong internal buy-in for our aim to strengthen our communications team and toolkit – and an awareness that we need different skills, strategies and capacities to achieve this vision for communications.

Leading the strategic communications function at NRGI, the Communications Director will:

- Connect our insights to live agendas and moments, through timely, dynamic, and audience-relevant content
- Identify and reach the right people with the right messages in the right way, tailored to their roles, needs, and contexts
- Help shape public discourse to elevate equity, inclusivity and governance, in conversations on sustainable development and energy transition
- Embed communications across the organization, so that strategic messaging becomes a shared responsibility and a routine consideration and aspect of our work

This role is an exciting opportunity to work in partnership with committed and passionate individuals, and on a mission that is urgent and relevant, to lead the transformation of a communications function that is critical to our opportunity for impact.

Major Responsibilities

1. **Thought leadership**	
Build and advance NRGI expertise in how to leverage influential communications to drive impact	Ensure in-depth understanding of the political-economy and media environment surrounding NRGI. Keep up to date on global & national trends, developments and key international issues in natural resource governance and extractives sectors; and how our work contributes to broader development, democracy, equity and climate discussions.
	Serve as a thought partner and expert advisor to the leadership team, communications and program staff, and key partners on leveraging communication to bring about change.
	Ensure NRGI is a field leader in deploying strategic communications to create change. Lead in conceptualizing frameworks for segmenting, analyzing, and prioritizing audiences and stakeholder groups and shaping corresponding narratives. Define the strategic use cases for stakeholder and audience level data.

2. **Strategy & Programming**	
Define and adapt NRGI's strategy for effective, influential communications.	Define and oversee implementation of NRGI's strategy for communications flowing from our organizational advocacy and influencing priorities.
	Build the capacity of NRGI experts on how communications can help advance programmatic impact.
	Contribute to NRGI's strategic planning and adaptation as a key member of the leadership team.

3. **Ensuring Impactful Implementation**	
Oversee execution of communication strategies and plans to achieve audience and	Embed communications across programmatic work to ensure that considerations of audiences, messages and narratives are considered when advocacy priorities and plans are set.

stakeholder objectives; ensure effective monitoring, evaluation and learning (MEL) and timely adjustments.	Lead communications staff to ensure detailed communication plans are developed with clear linkages to audience and stakeholder objectives and that processes and measurements are adopted in-line with MEL standards.

4. **Media and Public Relations**	
Lead NRGI media and public presence to grow reach and engagement with target audiences and strengthen NRGIs position as a leader in natural resource governance.	Develop a valuable network of external relationships with strong media ties who can help amplify NRGI's work, including key partners with strong communications functions, and key global, regional and sector press.
	Ensure an active and relevant presence across media channels; manage staff and resources to execute messaging and disseminate compelling digital content appropriate for each channel and audience.
	Position NRGI leaders as experts and prominent voices in their domains, building capacities through media training and coaching and developing individual and collective profiles.
	Develop media engagement standards and guidelines and provide training and monitoring to ensure efficacy and compliance, including for high risk and dynamic contexts.
	Develop process for real-time identification and execution of news-worthy messaging and actively engage to leverage current events, including risk management protocols.
	Be a spokesperson for NRGI, ensuring that our values, insights and positions are communicated clearly and strengthen brand presence.

5. **Team Leadership**	
Lead the Communications team in a manner that empowers them to add value to NRGI and deliver high standards of performance and collaboration.	Build and retain a cohesive team, ensuring the communications department and NRGI more broadly are resourced with the right skills and capacities.
	Plan, organize and hold the team accountable for delivery, providing support and professional development as appropriate.
	Develop and manage the budget for communications activities and fundraise for communications work

The responsibilities of this role are subject to modifications as required by the needs of the organization.

Experience & Technical Skills Required

- Demonstrated experience with astute audience identification, and knowledge of what strategies and approaches are most effective in targeting decision makers, accountability actors, private sector, and other influencers.
- Experience working in multi-country research and advocacy organizations and in partnership with experts to develop key messages and communications strategies for impact.
- Strong analytic orientation, both qualitative and quantitative, and experience working in complex data and issue analysis, requiring clear, non-technical messaging as required.
- Experience, knowledge and networks across multiple levels – community, national, regional and international media – to leverage communications for impact.
- Demonstrated knowledge and adept use of a wide range of communication approaches and products, with emphasis on visualization and digital communications.
- Strong understanding of and expertise in effective budgeting, fundraising for communications, and people and project management.
- Excellent written and verbal skills in English. Strong preference for additional fluency in Spanish, Arabic, or French.

Education & Qualifications

- At least 10 years of experience across communications, advocacy, or other influencing roles, with at least 3-5 years in a senior management capacity contributing to organizational leadership.

- Bachelor's degree in relevant field or equivalent experience (e.g., international affairs, economics, law, organizational psychology/social sciences, journalism, communication); dual or master's degree preferred.

Working Environment*:* For those based in an NRGI office, this role is in a standard office setting, with flexibility for remote work as needed. In line with NRGI's policy, staff typically work two days per week in the office and three days remotely on average. The successful candidate should also be prepared to travel internationally for up to 20% of their time.

NRGI's Values*:* NRGI seeks candidates who align with our values:

Integrity	Maintaining our independence and credibility. Willing to speak truth to power. Engaging with respect. Practicing what we preach. Upholding the highest standards of excellence in all we do.
Impact	Strategic and selective approach. Mindful of context, adapting to changing realities and seizing new opportunities. Looking critically and openly at what works and what doesn't, and why. Integrating that learning into our forward-looking work. Accountable to our mission, the actors with whom we work and each other.
Collaboration	Partnering internally and externally to affect change. Capitalizing on NRGI's comparative advantage. Valuing teamwork, diversity, and inclusion. Working with different stakeholders and across different stakeholder groups. Commitment to building the field and inspiring others to act
Passion	Commitment to social justice. Prudently optimistic that we can and will shift entrenched power dynamics. Dedication, creativity, and resiliency in the face of obstacles. Investing in change makers and strengthening NRGI.
Rigor	Technical competence, intellectual leadership, and commitment to quality. Generating and leveraging the evidence base. Interrogating our work. Innovation and initiative to push the boundaries of our field.

NRGI WELCOMES YOU, JUST AS YOU ARE

We invite people of all identities, including those from marginalized groups, to come together in support of our mission. We strive for an NRGI where staff can be themselves at work, feel that they belong, and are equipped to succeed. Achieving meaningful diversity, equity, and inclusion—together—is among our highest priorities.

Your privacy is important to us, and we are committed to collecting, processing, storing, and destroying all information in accordance with the GDPR, UK data protection laws and the NRGI privacy policy.