

Food Network for Ethical Trade – Head of Seafood Ethics Action Special Interest Group

Recruiter:	Food Network for Ethical Trade (FNET)
Location:	Remote working with the requirement to travel for in-person meetings (approximately 1 per month)
Contract:	1 year fixed term, full-time, 37.5 hours per week (with intention to make permanent, subject to membership renewal and funding)*
Posted:	26 th February 2026
Closing date:	18 th March 2026
Start date:	1 st July 2026
Function:	Head of Seafood / SEA Special Interest Group Workstream Lead
Reports to:	FNET Executive Director
Salary:	In the region of £70-85,000 per annum, depending on experience, including a pension with 5% contribution from FNET, 25 days holiday + your birthday + UK Bank Holidays. Our culture is collaborative, creative and fun, with lots of opportunities to build your network and knowledge on a host of issues relating to food and human rights
Industry:	Non-profit, Membership Organisation, Food processing, manufacturing and production

FNET is committed to equality, diversity and inclusion and welcomes applications from all individuals regardless of personal characteristics or background.

Mission: The [Food Network for Ethical Trade \(FNET\)](#) is a collaborative network of supply chain partners. It aims to use the collective leverage of suppliers and retailers to bring about positive change in working conditions in global food, beverage and horticulture supply chains. We do this by providing guidance, resources, training and opportunities for collaboration. Our vision is to improve the livelihoods and working conditions of people within, and communities affected by, our operations and supply chains.

About the Seafood Ethics Action Special Interest Group (SEA Special Interest Group)

The SEA Special Interest Group has, until recently, been hosted by Seafish in the form of the [Seafood Ethics Action Alliance](#). It is a pre-competitive collaboration of retailers and seafood businesses working to strengthen human rights due diligence, labour standards and ethical practices in global seafood supply chains. This is a period of transition, pending member approval, where the work of SEA Alliance will be integrated into the Food Network for Ethical Trade as the Seafood Ethics Action Special Interest Group. This new Head of Seafood role will form a core part of the transition and the establishment of the Seafood Ethics Action workstream within FNET.

The SEA Special Interest Group addresses high-risk labour challenges across wild capture and aquaculture supply chains, including vessel recruitment, working conditions at sea, forced labour indicators, repatriation processes, grievance access, transparency and the governance of philanthropic programmes such as **Change on the Water**.

Position: We are seeking a **strategic, influential and technically strong leader** to head the SEA Special Interest Group within FNET. This role will drive collaborative action in the global seafood sector, manage member expectations, oversee philanthropic funding, develop technical frameworks, and ensure measurable improvements in human rights outcomes.

**Please note, candidates must be able to demonstrate their eligibility to live and work in the United Kingdom*

The postholder will shape the future direction of the SEA Special Interest Group, deliver its annual workplan, steward relationships with funders and global stakeholders, and represent FNET and the SEA Special Interest Group publicly.

Key Responsibilities

1. Strategic leadership

- Lead the strategic direction, annual workplan and long-term vision of the SEA Special Interest Group.
 - Liaise with the Executive Director and the Communications Manager to talk through SEA Special Interest Group priorities, identifying any key moments or opportunities for public engagement.
 - Liaise with FNET project managers to make sure that workplans align, and there is no duplication between the priorities of the SEA Special Interest Group and FNET working groups.
- Identify opportunities to accelerate collective action and reduce systemic human rights risks in seafood supply chains, working with FNET colleagues as needed.
- Translate member priorities and funder requirements into a focused, deliverable strategy to sit within a broader FNET strategy.
- As needed at relevant intervals, contribute to FNET's overall organisational strategy alongside FNET colleagues.
- Contribute to FNET's annual planning, ensuring the work of the SEA Special Interest Group aligns with organisational priorities and reduces duplication.
- Deputise for FNET's Executive Director, to cover holidays and absences.

2. Project set up

As this is a new position within FNET, there will be various tasks to set up the SEA Special Interest Group within FNET'S infrastructure, which will involve working closely with FNET colleagues. These include, but are not limited to:

- Work with the Communications Manager and Operations Executive to review existing FNET infrastructure and agree on communications tools for engaging SEA Special Interest Group members, e.g. use of the website, emails, and further platforms.
- Review existing SEA Alliance documents and work with the Communications Manager to establish which documents and tools should be made available to members, and on which platforms. Work with both Project Managers and the Executive Director to establish any potential areas of duplication and a process for alignment.
- Work with the Communications Manager to align on processes relating to advocacy and communications.
- Work with members of the Technical Team to ensure that all existing and new members have a seamless onboarding process and that members receive a high-quality member experience from the first enquiry.

3. Programme delivery & technical oversight

- Oversee all SEA Special Interest Group workstreams, including:
 - Wild capture and aquaculture-related human rights due diligence

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- Sea human rights due diligence
- Supply chain mapping and transparency
- Responsible recruitment in seafood supply chains
- Change on the Water funded programme delivery
- Advocacy and policy engagement
- Develop and quality assure technical tools, frameworks and guidance to help member businesses improve human rights due diligence within their seafood supply chains.
- Facilitate member responses and collective action where it relates to time-sensitive incidents, ensuring compliance with the values of pre-competitive collaboration.

4. Stakeholder engagement and collective action

- Build and maintain trusted relationships with:
 - UK retailers
 - Seafood processors and importers
 - Fishing vessel representatives
 - NGOs, global unions, academics and intergovernmental bodies
- Facilitate collective action and cross-industry alignment with the goal of improving human rights throughout seafood supply chains.
- Represent the SEA Special Interest Group and FNET at high-level meetings, conferences and advocacy platforms.

5. Financial stewardship and philanthropic fund management

- Lead management of philanthropic grants, including:
 - Annual reporting and delivery tracking
 - Impact measurement
 - Budget oversight
- Ensure strong governance and the appropriate use of member fees. Work closely with the Technical Team to ensure that members enjoy a fruitful experience and get the most from their membership.
- Support FNET's financial planning for SEA Special Interest Group sustainability, maintaining strong member retention, and seeking additional funding streams as needed, working closely with the Executive Director to identify opportunities.

6. Governance, reporting and accountability

- Report regularly to the FNET Executive Director, SEA Special Interest Group Steering Group and FNET Board.
- Ensure risks are identified, escalated and mitigated appropriately.
- Contribute to organisational governance processes and cross-FNET collaboration (e.g., alignment with other Working Groups).

7. People leadership, collaboration and contribution to FNET

- Work collaboratively with the FNET team, including the Operations Executive, Project Managers and Executive Director. Contribute to existing planning tools and processes and commit to reducing duplication within FNET.
- Contribute to FNET core activities, representing the SEA Special Interest Group, including contributing to member fortnightly calls, planning for all-member meetings, contributing to

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weekly news roundups and working with the Communications Manager on public-facing comms (e.g. blogs and LinkedIn).

- Foster a positive, inclusive and learning oriented culture among members.
- Work closely with the Communications Manager to align on policies, processes, calendars of events and to highlight opportunities for public engagement.

Person specification

Criteria	Essential	Desirable
Human rights and responsible sourcing expertise	<ul style="list-style-type: none"> • Significant senior-level expertise in human rights, ethical trade, labour rights or sustainability. • Strong knowledge of human rights risks in global seafood supply chains, including wild capture and aquaculture. • Experience designing and implementing human rights due diligence approaches. 	Experience in M&E to increase impact.
Strategic and programme leadership	<ul style="list-style-type: none"> • Demonstrated ability to lead complex, multi-stakeholder programmes. • Experience turning strategy into action, with clear milestones and measurable outcomes. • Proven success delivering collective action or cross-industry initiatives. 	
Stakeholder management	<ul style="list-style-type: none"> • Excellent relationship-building skills across diverse global stakeholders. • Diplomacy, judgement and competence in navigating sensitive issues. • Confident public speaker able to represent the organisation externally. 	Experience working with membership organisations or coalitions.
Financial and governance capabilities	<ul style="list-style-type: none"> • Strong budget management skills. • Experience managing philanthropic or grant-funded programmes. • Understanding of governance, reporting and accountability structures. 	Experience with funder reporting and M&E frameworks.
Advocacy, communication and influence	<ul style="list-style-type: none"> • Good understanding of advocacy, in particular human rights advocacy. • Good handle on relevant EU and UK policy relating to human rights. • Ability to work well with businesses to drive collective action on human rights issues. • Excellent written and verbal communication skills. • Strong ability to translate complex issues into practical tools, guidance and insights. 	<p>Good understanding of the business and human rights advocacy space. Understanding of relevant UN bodies.</p> <p>Good understanding of the broader policy environment related to fisheries and seafood, e.g., knowledge of environmental policies that impact fisheries.</p>
Organisation and project management	<ul style="list-style-type: none"> • Highly organised, able to manage multiple workstreams independently. • Strong analytical skills, able to turn evidence into actionable insights. 	Experience in managing people and working with Boards.

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Benefits of taking on this role:

This role offers:

- **The chance to make a sector-wide impact** by improving conditions for workers across global seafood supply chains.
- **Positive impact:** an opportunity to work with a values-led organisation of 70+ major companies in the food industry with operations and supply chains reaching millions of workers globally. FNET members are dynamic and passionate, committed to improving their organisation's approaches to human rights and improving the livelihoods and working conditions of people in their operations and supply chains.
Friendly and open culture: the chance to work in a small, committed, supportive team open to those bringing fresh ideas.
- **Flexibility:** we work remotely but with regular team calls and in-person meetings.
- **Benefits:** a range of benefits including a pension with 5% contribution from FNET, 25 days holiday + your birthday + UK Bank Holidays.

Diversity, Equity and Inclusion

FNET believes that our mission will be more powerfully achieved with justice and equity embedded in our daily work. We are in the process of further developing our DEI work. We are keen to increase our diversity across the team and Board, and welcome applications from historically under-represented groups and people who identify as having protected characteristics. Please indicate any areas of support you might require in the application process, and we will make necessary adjustments to make the recruitment process equally accessible to everyone. We can also offer the chance for an informal discussion before applying to that end.

Application process

Interested parties should share a covering letter and CV by the 18th March 2026 with admin@foodnetworkforethicaltrade.com.

We are not offering visa sponsorship for this role. Applicants must have the legal right to live and work in the UK and must be a resident or able to relocate prior to the role starting.