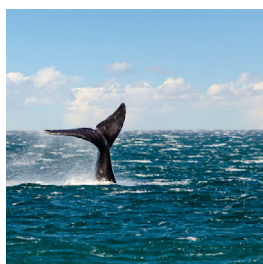


Global Development

Driving impact through global talent. At GatenbySanderson, we're committed to helping global development organisations deliver lasting impact for people and planet, especially in today's increasingly complex world. We partner with international development, humanitarian, and environmental organisations to recruit exceptional leaders who drive change.



We have over 20 years of experience

With 20+ years' experience and a team of 200+, we specialise in Executive Search, Interim, Digital, and Leadership Development. Our consultants, many from INGO backgrounds, bring deep sector insight and global reach.

We've appointed leaders across Programmes, Impact, Finance, Policy, and more, for clients including UNICEF UK, Amnesty International, and the LEGO Foundation.

From start-ups to global institutions, we deliver values-driven, inclusive recruitment that supports lasting impact.



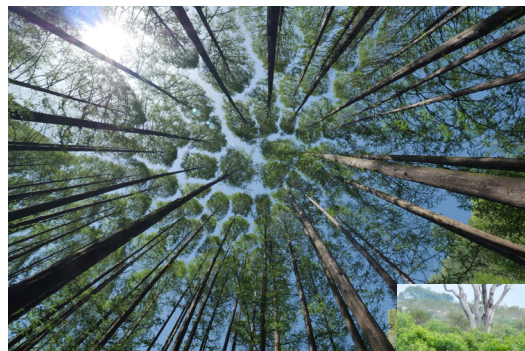
The GatenbySanderson difference

- **Flexible Solutions**
98% of our placements succeed first time. But when Executive Search isn't the right fit, we tailor cost-effective alternatives, like longlisting or standalone assessments, to suit your strategy.
- **Rigorous Assessment**
From psychometrics to bespoke crisis simulations, our in-house tools ensure candidates are tested for real-world readiness.
- **Thorough Due Diligence**
We go beyond references, screening for adverse media, social media activity, and director disqualifications on all shortlisted candidates.
- **Sector Expertise**
We bring deep knowledge of INGOs, philanthropic foundations, civil society, and public-private partnerships.
- **Transparent Process**
Our secure, GDPR-compliant Client Portal offers 24/7 access to real-time search updates.
- **Global Reach**
With a diverse international team, we tap into rich networks across regions and sectors.
- **Values-Driven**
Guided by Collaboration, Curiosity, and Courage, we embed equity, diversity, and inclusion in everything we do.
- **Clear Communication**
We keep clients and candidates informed every step of the way, ensuring a smooth experience.

Putting our equity, diversity and inclusion values into action

Every day our impact as In-house EDI Advisor ensures that we are at the forefront of positive and disruptive leadership and innovation across our client partnerships, offering bespoke advice on your campaign to maximise inclusion.

GatenbySanderson is proud to appoint over 130 global majority leaders each year. 54% of our placements are women, compared with 40% of applicants, demonstrating our ability to engage and support talented women leaders across sectors.



Contact Fiona or Emily at GatenbySanderson



Fiona Wansborough

Partner, Global Development
fiona.wansborough@gatenbysanderson.com

Fiona has nearly 20 years' experience recruiting in International Development. She's led searches for organisations like UNICEF UK, the LEGO Foundation, and Nutrition International. Previously, she headed recruitment at GAIN in Geneva. She holds an MSc in International HR and is CIPD qualified.



Emily Nevins

Not for Profit, Practice Lead
emily.nevins@gatenbysanderson.com

Emily spent 15 years at Amnesty International and now leads key appointments for clients like Montessori Global Education, UNICEF UK, and E3G. She's also worked in race equity and environmental organisations, bringing a values-driven approach. She holds an MA in Diplomacy and International Relations.

What our clients say about us



"Fiona, now that you are signing off on this very successful CEO process and outcome, let me put on record our warmest thanks to you and your team. It has been a pleasure dealing with you. I know that I speak for my colleagues too in saying how happy we would be to recommend GatenbySanderson to others."

Shatish Dasani
Chair of the Board, UNICEF UK
2024



E3G

"We are delighted to welcome Hedwige Nuyens as the new Chair of E3G. As E3G has grown as an organisation we have deliberately expanded our Board of Directors to bring in new skills and expertise to help guide our strategic development. Hedwige has the vision, leadership, and organisational experience to support E3G to deliver its mission of providing a safe climate for all."

Shane Tomlinson and Nick Mabey
E3G Co-CEOs
2024



"We are delighted that Philip is joining UNICEF UK as Chief Executive. The appointment follows an extensive selection process conducted by GatenbySanderson and the Board, with input from our Youth Advisory Board, members of staff, the Executive team, and UNICEF. We were impressed by Philip's values-based leadership skills with a proven track record of delivering organisational vision and strategy."

Ian Martin,
Chair of the Board, United Nations Association, UK
2025

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