



World
Benchmarking
Alliance

ROLE PROFILE

Research & Technology Director

A pivotal leadership role shaping how research, data and technology drive corporate accountability and systemic change

About WBA

“Catalysing change across the 2,000 most powerful global companies”

The World Benchmarking Alliance (WBA) is an independent, non-profit organisation that measures how businesses impact people and planet so that together, we can hold companies accountable for contributing to sustainable development.

To achieve this, we measure how the 2,000 most influential businesses are impacting people and the planet. Our research is freely available, our benchmarks and methodologies serve as a roadmap for companies to understand the changes they need to make to put our planet, society, and the economy on a more sustainable path. We support our Allies, UN agencies, governments, and other stakeholders in the broader corporate accountability ecosystem to understand how they can establish clear consequences for corporate inaction.

WBA has a distinctive organisational culture, drawing on principles of Teal and Regenerative Leadership. We are building a workplace where collaboration, trust, and personal growth are prioritised alongside high performance. We are committed to ongoing cultural evolution and seek candidates who are excited to contribute to an environment where both our results, and our people continually improve.



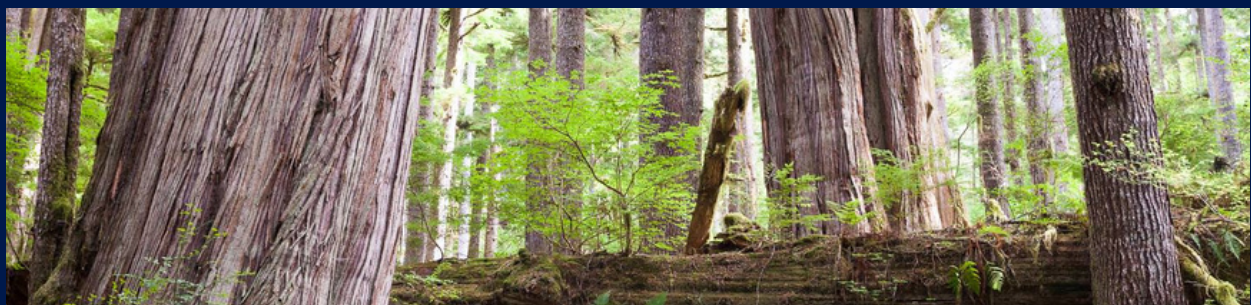
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Why this role matters

WBA is looking for a seasoned and driven leader to head the Research and Technology function and become part of WBA's Executive Board, becoming one of our four Directors.

We have just completed a restructure to reimagine the way we work and to deliver a more agile and future-fit organisation in 2026 and beyond. This is a chance to play a foundational role in shaping WBA's future and a high-performing team. You'll be a key architect in defining how we deliver impact in the research and Technology team, in order to deliver our ambitious mission.

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The Opportunity

“ensuring research, technology and engagement function as an integrated, evolving system”

Leading a global team of c.40 researchers within a broader organisation of c.85 colleagues you will be

- Providing strategic leadership for the Research & Technology function
- Ensuring the quality, credibility and relevance of research outputs
- Defining how technology and data systems support research and organisational delivery
- Bringing greater integration across research, technology and engagement
- Contributing to organisational strategy as a member of the Executive Board
- Representing WBA’s research externally and building partnerships

You’ll also be working closely with the Engagement and Communication teams across three impact pathways

- helping companies and industries learn (learning)
- enabling stakeholders to hold companies accountable (pressure)
- setting norms for sustainable and responsible business (norm setting)

Your experience

Proven ability to empower and develop high-performing teams, collaborating closely with fellow leaders to expand WBA’s research capabilities.

Deep expertise and a strong track record in corporate sustainability research, enabling you to build WBA’s credibility as a centre of expertise in sustainability and corporate accountability.

Strategic acumen and vision, with experience contributing to organisational direction as part of an executive team and Strategic Leadership Group.

Demonstrated success in driving digital transformation and research process improvements, enhancing efficiency and unlocking richer, actionable insights.

Excellent communication skills, with the ability to represent WBA’s research publicly and build strong research partnerships.

Commitment to continuous learning, innovation, and upholding a culture of transparency, collaboration, and delivering impact.

About you

Strategic thinking

Comfortable leading strategy within a complex, multi-stakeholder environment, you bring an innate ability to see the wider landscape and understand how external factors and market dynamics shape organisational positioning and adaptation, with a clear view of the role an executive board plays in setting direction.

Research expertise

Your fluency in sustainability research, standards or benchmarks brings the credibility needed to guide the team and set direction, ensuring consistency and rigour across outputs whilst making informed decisions for prioritisation and focus.

Technology innovation

A passion for connecting research and technology underpins your approach. You recognise that the way research is delivered today must evolve, and you bring the vision and judgement to shape how technology enables that shift in a practical and meaningful way

Influence for impact

Connecting research to the external world sits at the heart of how you operate. You understand how investors, policymakers and companies use insights, ensuring outputs are designed and evolving to influence decisions and drive real-world change.

Leadership for change

Creating the conditions for others to succeed is front and centre of how you operate. With a keen interest in regenerative and systems thinking, you operate with a learning mindset. You thrive on building alignment and fostering openness to support cohesion in diverse, multicultural teams.



Why join us

Play a central role in WBA's impact

Operating as part of the Executive Board, your judgement will help navigate complexity and shape how we continue to catalyse change for the world's most influential organisations

Redefine how research is put to work

Our passion for connecting research and technology gives you the opportunity to lead on technology transformation

Lead with a Systems Perspective

Operating within our regenerative, systems-thinking environment, this is an opportunity to build on your proven experience both at a functional and Executive level, to take you forward in how you lead, enable and contribute.

Next steps

Please email our Search Consultants at SRI Executive to open up the conversation.

wba@sri-executive.com

SRI will reply to all interested candidates

The WBA is an equal opportunity employer committed to providing a working environment that embraces and values diversity and inclusion. WBA encourage people of all backgrounds to apply. If you have any support or access requirements, we encourage you to advise us at the time of application. We will then work with you to identify the best way to assist you through the recruitment process.