



Job Title	Director of Research and Impact
Reporting to	Executive Director
Location	Remote (based in the UK)

Leather Working Group (LWG) is a global not for profit multi-stakeholder initiative that supports and encourages the use of responsibly made leather as a sustainable material by inspiring, educating, and challenging those that produce and use leather. Through collaboration, convening, and standard setting, we are collectively creating a transparent leather value chain that achieves positive impacts aligned to the Sustainable Development Goals.

The Role

The Director of Research and Impact works closely with the Executive Director and other members of the senior management team (SMT) to support and guide LWG's strategic direction. This position is focused on demonstrating impact, leading research initiatives, building relationships with partners and key stakeholders, and providing policy advice and thought leadership on sustainability issues facing leather supply chains.

The Team

Line manager: LWG Executive Director

Direct report: 2-3

Key internal relationships: Standards and Assurance, Communications and Membership

Main responsibilities

Research, Impact Measurement & Reporting

- Stay abreast of new trends and knowledge in the fields of environmental protection, leather technologies, climate change, scientific developments and other related subjects and provide insight and perspective to the LWG team and stakeholders. Propose new work streams and projects that support the goals of LWG.
- Design and implement a measuring, evaluating and learning framework to analyse LWG's impact and support ongoing development of the sustainability scheme.
- Develop tools and resources to support stakeholders in enhancing due diligence practices and driving positive impact along the leather value chain and collaborate with the standards development team and the communications team to ensure maximised stakeholder benefit.



- Develop and implement a benchmarking and reporting framework to track stakeholder progress and demonstrate LWG's impact.
- Design and support the implementation of LWG's data-driven sustainability reporting to meet the needs of brands, leather manufacturers, and other stakeholders. This may involve collaborating with IT and data specialist support functions.
- Track and interpret relevant legislative and regulatory changes, providing regular updates and strategic recommendations.

Strategic Leadership & Industry Influence

- Support the Executive Director (ED) and SMT in defining and executing LWG's sustainability strategy, ensuring alignment with agreed environmental, ethical, and social priorities.
- Support the ED in the broader governance of LWG such as preparing for Board meetings and key strategic meetings.
- Represent LWG in industry events, conferences, and stakeholder forums to advocate for LWG and a range of sustainable and ethical practices across the leather sector. Able to speak fluently and confidently about the LWG agenda and engage disparate voices and points of view.
- Collaborate with the communications team to create written materials such as white papers, articles and position statements that show LWG thought leadership on relevant topics that may be used for media purposes and own web site.
- An active participant in achieving the organisation goal of ISEAL code compliance.

Stakeholder Engagement & Partnerships

- Build and maintain strong relationships with industry associations, NGOs, and key stakeholders. Act as main point of contact for many other organisations in the LWG stakeholder community.
- Lead the development of strategic and mutually beneficial partnerships and collaborations to support LWG's impact goals, particularly in areas like deforestation, traceability and environmental impact. Identify and recommend to the ED partnership opportunities such as sector wide or cross sector activity and propose routes to engagement that add value to our stakeholder community and actively contribute to delivering progress against our mission and key goals.
- Collaborate with the standards development team to engage upstream supply chain actors (e.g. farms, slaughterhouses) and co-develop frameworks that drive improvements across the entire value chain. Create road maps and timelines and drive activity within LWG to deliver on commitments and goals. Lead project management activity including regular reviews, updates to SMT and Board, and suggest readjustments when necessary.



Collaboration with Internal Teams

- Work with the Director of Finance and Business Administration on budget planning, cost controls, HR, and other administrative matters.
- Partner with the Communications and Membership Director to develop sustainability messaging and provide input to both internal and external communications.
- Collaborate with Standards and Assurance Director to integrate sustainability objectives into LWG's standard-setting and assurance processes.

Key skills and qualities;

Experience in leading a research and insights function in a sustainability scheme, standards or similar environment.

Experience in building collaborative relationships with external stakeholders.

Confident public speaker able to speak fluently and confidently about the LWG agenda, able to convey complex subjects in appropriate ways for target audience and can engage with a variety of disparate voices while showing empathy for different points of view.

Balanced leadership, brave and honest in expressing your views but happy to learn and see the other point of view.

Committed to making the leather industry the best it can be.

Confident in data analysis and use of insights to drive organizational decision-making and to inform reporting.

A team player who provides mentoring to juniors and contributes to building a positive workplace at LWG.

Ideally has in depth knowledge of leather production and supply chains although knowledge of other raw materials will be considered.

Knowledge of ISEAL code, relevant legislation, and sustainability schemes essential.

Prepared to travel internationally up to 25% of the time.

Experience designing and implementing impact measurement, evaluation and learning (MEL) frameworks to assess sustainability performance.

Strong understanding of sustainability-related policy landscapes, including deforestation regulations, due diligence laws, and international frameworks such as the EUDR, and voluntary sustainability standards.

Proficient in designing and managing qualitative and quantitative research projects, including stakeholder surveys, field assessments, and data interpretation.



Ability to apply systems thinking to identify leverage points for change within complex supply chains and multi-stakeholder environments.

Skilled in cross-cultural communication and stakeholder engagement across international contexts.

Experience leading or supporting organisational or sectoral change initiatives, including stakeholder behaviour change and capacity building.

Our Values

At Leather Working Group, we are committed to fostering a responsible, open, and respectful environment where each team member can thrive and contribute to meaningful progress. Our values guide our actions, our interactions, and our shared goals as we work together to make a positive impact.

As an organisation, we believe in the power of collaboration and cross-functional teamwork, supporting LWG's values in all that we do. We share knowledge generously, engage in constructive debate, and build a workplace rooted in mutual respect and trust.

We value a friendly, cheerful, and enthusiastic team where it is safe to challenge ideas, admit mistakes, and celebrate successes together. Diversity of thought and alignment in purpose help us move forward effectively, making our workplace a positive and supportive environment for all.

Leather Working Group is committed to promoting equal opportunities in employment and creating a workplace culture in which diversity and inclusion is valued, and everyone is treated with dignity and respect. As part of our zero-tolerance approach to discrimination in any form, any job applicants will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics).