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Chief Executive Officer Ambitious Impact (AIM)

- **Location:** London strongly preferred. Remote candidates willing to work from London at least 3 months a year and otherwise overlapping at least 6 hours with 9 am to 5 pm BST will be considered. We are happy to sponsor UK work visas.
- **Employment Type:** Full-time (35 hours)
- **Application Deadline:** rolling until August 10, 2025
- **Start Date:** as soon as possible (with some flexibility for the right candidate)
- **Compensation:** £45,000–£90,000 (for details on our compensation policy see footnote below)
- **To apply,** please [visit the following link](#)

Summary

Ambitious Impact (AIM) is seeking an exceptional Chief Executive Officer to lead our high-impact organisation at a pivotal moment in our growth.

Since 2018, AIM has built a strong track record:

- We incubated [over 50 field-leading, benchmark-setting charities](#) across different cause areas who have raised \$30+ million and are supported by actors like GiveWell, Founders Pledge, Mulago, Open Philanthropy, Animal Charity Evaluators
- We trained 30+ foundations and grantmakers who annually give \$100+ million to do so more effectively through our [grantmaking program](#)
- We moved ~\$10 million through our [funding circles](#)
- Most recently, we launched [over a dozen for-profit companies](#) aiming to donate 50% of their exits to effective charities.

With 19 dedicated staff and ambitious plans for growth, we're positioned to dramatically scale our impact. As AIM's CEO, you'll have the opportunity to shape the future of charity creation globally, as well as exploring other ways AIM may do good in the world. This role offers the chance to take a "founder's mindset" approach to leading an established



organisation with proven impact, strong fundamentals, and exceptional impact growth potential.

Why This Role Matters Now

The CEO role becomes available due to our co-founders' [Joey's recent transition announcement](#) and [Karolina's completed transition in 2024](#), creating a unique opportunity to shape AIM's trajectory at the exact moment when strategic leadership can have maximum impact on our growth and the broader EA ecosystem.

AIM is at an inflexion point. With foundations established (including a strong leadership team and funding runway), we're ready to scale our influence dramatically and see many exciting pathways to do so. While the current leadership team has a default 2026 strategic plan, we are open to a new CEO proposing radical departures. This might include:

- Deciding to spend more resources trialling more experimental programs, or double down on Charity Entrepreneurship
- Expanding geographically or deepening impact in existing regions
- Proposing alternative ways to integrate or spin out existing or new programs (see below)
- Building partnerships with major funders or creating new funding mechanisms





About AIM Today

AIM currently operates one core program (Charity Entrepreneurship), which is the main engine for our impact. AIM also operates R&D into more experimental programs, two of which are currently still operating (AIM Impactful Grantmaking with its training program and funding circles, and Founding to Give) while we have decided to sunset other experiments (AIM Research Program, AIM Effective Giving Incubation Program). We are currently discussing models to potentially spin these experimental programs out of AIM in the coming 1-2 years and are considering more broadly whether AIM should spend more time on R&D, or double down on CE. Our tentative 2026 plans are not decisive, and we are excited for a new CEO to bring in their perspective.

Charity Entrepreneurship Program (70% resources): This is our flagship — a dynamic incubator that equips exceptional founders with evidence-based intervention ideas, expert mentorship, and seed funding in two cohorts per year. Since 2018, we've proudly incubated over 50 high-impact charities that wouldn't otherwise have existed, regularly beating the most effective charities in their fields and achieving significant external recognition. Ten of our incubated organisations have received several tens of millions in GiveWell funding, many have been supported by Founders Pledge, Mulago, Schmidt Futures, The Agency Fund, Grand Challenges Canada, and D-Prize, 2 have been recommended by Animal Charity Evaluators, and several have received other outstanding external evaluations attesting to their cost-effectiveness. Our next challenge is figuring out how to scale this up from 10-15 charities a year to 20+, and to crack the code for what makes our very best charities so outstanding so fast so we can aggressively focus on recreating that.

AIM Impactful Grantmaking (20% resources): Launched in 2022, AIM Grantmaking transforms philanthropy by empowering funders to optimise their grantmaking strategies through a multi-week training program and we have so far run 6 cohorts incubating 30+ grantmakers collectively giving \$100M+ in funding per year. We also coordinate impactful, cause-specific funding circles.

AIM Founding to Give Program (10% resources): Launched in 2025, this innovative program is aimed at revolutionising social entrepreneurship with a twist. We're empowering talented founders to build high-growth businesses designed to channel their profits directly into high-impact initiatives, forging a new paradigm where entrepreneurship directly fuels profound social good.

AMBITIOUS IMPACT

Our passionate 19-person team, primarily based in our East London office, forms the beating heart of AIM. This is a hub for our incubated organisations, dedicated staff, and the broader, effectiveness-focused community in London. If you're curious what it's like to work at AIM, [we have just created a video](#) where our team sits down to share their favorite aspects of the organisation, who might find it less of a good fit, and what kinds of people thrive with us.



The Role

Responsibilities

The exact balance of responsibilities will depend on organisational needs and the interests and skill areas of the successful candidate. Some can be shared or delegated among the other two C-level staff.

Leadership & Management (~30%)

- Manage and coach two C-level team members and 1-2 senior staff to maximise their effectiveness and growth
- Communicate a compelling vision to the team and gather their input
- Cultivate and embody our collaborative, impact-focused, warm, but high-performance culture while building a strong talent pipeline
- Ensure organisational health through effective risk management and operational oversight

AMBITIOUS IMPACT

Strategic planning and vision setting (~20%)

- Develop and articulate a compelling strategic vision for AIM's next phase in collaboration with the C-level and team
- Lead annual and quarterly planning processes across programs and the organisation, with detailed program-specific planning as needed
- Set and manage budgets that reflect our strategic priorities
- Actively monitor organisational performance against strategic goals and make course corrections as needed

External stakeholder relationship management (~20%)

- Secure ongoing funding for AIM through relationship management and strategic fundraising
- Actively identify, develop, and maintain partnerships with key actors in the EA and philanthropic ecosystem
- Represent AIM publicly at conferences, in media, and other forums to advance our mission

Program R&D and program optimisation (~20%)

- If this is decided to be the right direction, devise and potentially pilot new programs
- Where relevant, dive deep to help optimise or run our programs and get them to the next level of impact

Governance and accountability (~10%)

- Report regularly to the AIM Board and maintain strong governance practices
- Take ultimate accountability for organisational results and strategic execution

What We're Ideally Looking For

At minimum, we're looking for candidates who have:

- High levels of integrity and [alignment with AIM's values](#)
- A demonstrated track record of running or scaling organisations or programs significantly
- Senior leadership and/or management experience of teams
- Ability to exercise oversight and provide meaningful input to AIM's programs

We expect excellent candidates will meet many (but not all) of the ideal criteria below. We encourage you to apply even though you are unlikely to meet all of the listed characteristics. We sketch a picture of potential ideal candidates to give a more concrete



sense of what particularly strong candidates might look like, not to discourage potential candidates from applying.

Personality traits:

- Deeply results-focused and motivated by creating the most impact possible
- High standards and a constant desire to improve
- Calm, rational, and creative under pressure
- Highly collaborative, low personal ego
- Flexible and excited to switch between big picture and hands-on work as needed
- Truly cause agnostic / cause neutral across at minimum global health & development, animal welfare, meta, and open to experimental cause areas
- Strongly aligned with [our values](#)
- Comfortable making tough decisions (like shutting down programs, rejecting more funding, terminations) when it's the most impactful thing to do

Competencies and abilities:

- High-level strategic planning
- High emotional intelligence and an empowering, inspiring, and motivating but well-reasoned communication style
- Able to both oversee or personally run projects with many moving and constantly changing parts from start to finish and call in internal or external support where needed
- Able to work fast and produce high-quality output while deprioritising or delegating where appropriate
- Fundraising experience
- Able to be both helpful and impressive to a wide range of people
- A good understanding of people
- A creative and divergent thinker and problem solver with a bias to action

Ideal prior experience, knowledge, and technical skills:

- Informed about key [effective altruist principles and concepts](#) (prioritisation, impartiality, truth seeking, and collaboration)
- Able to analyse and synthesise information from a range of quantitative and qualitative sources and make good complex decisions taking into account many considerations
- Some prior knowledge about our core cause areas (Global Health & Development, Animal Welfare, Meta)
- Experience with the AIM ecosystem, either as a program graduate, (past) AIM or charity staff, or through other avenues



- Network of relationships within EA, philanthropy, or adjacent communities
- Experience with nonprofit entrepreneurship
- Experience in hiring and/or talent

You might be particularly strong if you have one or several of the following:

- Charity Entrepreneurship program graduate
- Experience founding or leading organisations in the effective nonprofit space
- Background in grantmaking, philanthropy, or impact investing
- Experience managing large international, remote, or hybrid teams
- Track record of successful fundraising (\$1M+)
- Experience working in lean and fast-moving contexts (e.g. start-ups, consulting)

Compensation and Benefits

What we offer:

- A compensation between £45,000–£90,000 based on needs, location, qualifications, experience, and the impact on the AIM ecosystem¹
- A flexible working schedule, 30 paid days off per year and unlimited sick leave
- UK visa sponsorship as well as support with moving costs if relocating to London
- Parental, dependents, and compassionate leave schemes
- A payroll giving scheme, staff tenure donation scheme, contributions towards professional development and IT costs, and a workplace pension
- An annual cost-covered retreat to bring our whole team together to celebrate our achievements and strategise for the next phase

¹ We intentionally post a broad range here: Salaries at AIM are usually determined on the basis of the current median of staff salaries (~£45,000), and we generally try to keep all salaries within +/- one standard deviation of the median (£39,000–£52,000) using geographic cost of living, needs, cost to company, and difficulty of hiring for this position for adjustments, plus annual raises compounding with time. 95% of staff salaries are within or below this range. Our salaries are explicitly not a reflection of how much value someone brings to the organisation, and our co-founder and current CEO takes the lowest salary at £35,000. We hope to keep a pretty equitable structure going forward, in part because we are very aware of where else the limited philanthropic money to fund our salaries could go to improve lives, and because our organisational structures are a large influence on the ~15 charities we launch every year. We would be delighted by a CEO keen to contribute to keeping this structure healthy. Nevertheless, we understand that compensation is a factor for candidates and we believe that needs should be met and can be higher or lower at different points in life. We are open to the full range described here and hope to jointly decide on the right compensation structure with the successful candidate taking into account all relevant factors.



- A truly warm, fun, impact-first team full of smart, inspiring, and kind individuals (rated 4.5/5 in our June 2025 anonymous staff survey)
- A workspace in our vibrant central London office, which is a hub for our program alumni and high-impact organisations, has daily lunch meetups, and regular events
- We are open to discussing specific personalised perks or benefits that may enhance your work experience

Application Process

The process will likely look close to the following:

1. **Application form** (deadline rolling until August 10): [Apply here](#). This is extra short for candidates who have completed an AIM application process before.
2. **A short screening interview** (we may skip this stage if application numbers are sufficiently low; this may also be skipped for candidates who have been accepted to one of our programs or staff positions before)
3. **A strategic test task** on the kinds of work you would do in this role
4. **A longer semi-structured interview** & conversations with references
5. **A paid work trial** and vision-developing in London with the team and important stakeholders

Final Decision: by Nov 15, 2025; likely earlier

To apply, please [visit the following link](#).

This process is overseen by [AIM's board of trustees](#) and run by them with support from our team. All final decisions will be made by the board.

Your Counterfactuals

We think that the best candidates for this role are likely already in a highly impactful role and may be unsure about applying unless we might otherwise not make a hire.

We do think there is a significant chance this position will go unfilled if we're not convinced that we've found the right person, but our policies mean we are only able to hire a candidate for this role who has gone through this process. If you could imagine being a good fit please put in an application.



Commitment to respecting your time

We deeply respect the time of candidates who choose to apply. While empirical evidence and our experience indicate that structured hiring processes yield the most effective outcomes, we're committed to honoring your time by using a process that is laser-focused on assessing the most important competencies, prioritising assessment steps that take less time for candidates for the earlier stages, and making sure we only invite candidates to advance to subsequent stages when we have sufficiently high confidence in mutual fit. This means fewer, more meaningful interactions that respect both your schedule and our shared goal of finding the right leadership match.

Questions?

For questions about the role or application process, please contact board@charityentrepreneurship.com (monitored by our board and a team member). We're happy to answer any questions you might have.

AIM is an equal opportunity employer committed to fostering an inclusive workplace and does not discriminate based on race, colour, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other legally protected characteristic. We strongly encourage applications from candidates of all backgrounds. We also very explicitly encourage you to apply even if you don't meet every desired qualification listed.

After receiving an offer, employment is conditional upon successful completion of our executive due diligence / background screening.