

# Richard Green

Director



Richard is well-known and respected in not-for-profit circles primarily because of his deep-seated integrity and insight into how to harness human talent to create a better world.

He's proud of NGO Recruitment's 100% success rate and cultivates a culture where thoroughness trumps throughput: ensuring his consultants can take the time to deeply understand clients needs and deliver quality placements.

Before launching NGO recruitment in 2004, Richard established a reputation for success in non-profit and charity fundraising. In building and guiding teams responsible for philanthropy, giving, grants, campaigns and direct marketing, Richard came to appreciate the critical importance of hiring highly skilled, articulate and motivated people.

He knows that crucial environmental, health, and societal improvements are put at risk when non-profits can't attract people ideally suited to the sector's challenges—from the Board and senior leadership level right down to people answering phones or engaging donors on the street.

As the leader of NGO Recruitment, Richard draws on his 25 years' recruitment and sector leadership experience to provide mentorship to an expert team that has placed over 5,000 candidates in more than 500 organisations across Australia and internationally. He directs and refines consultation and sourcing processes with the goal of being able to genuinely present the best available talent in the marketplace to clients.

In what can be a cutthroat industry, he has earned trust through delivering a transparent and considerate experience for both clients and candidates. He champions an approach that prioritises communication and feedback, and never compromises on quality for a fast outcome.

Indigenous affairs and protecting the environment are two causes close to Richard's heart. As well as decades of waging his own personal 'war on plastic bags', between 2016-2022 he was a dedicated Board member for 350.org Australia—a grassroots movement that develops campaigns to hold world leaders and industry accountable to the realities of climate science.

## How Richard built his reputation in not-for-profit recruiting

Richard's journey to becoming a leader in the non-profit sector began when he started to work for Greenpeace at their Balmain office in 1990—he'd just returned from travelling across Europe with heightened concerns about the environment having seen the effect of acid rain as a result of the Chernobyl nuclear disaster.

That led to a position in Greenpeace's fundraising team, putting Richard on the frontline of stoking Australia's awakening interest in environmental issues and climate change, to galvanise people into action and generate funds. He left Greenpeace after six years, having climbed to the position of Head of Fundraising. Richard helped a number of other international NGOs and Australian charities to increase their revenue sources through managing and nurturing teams responsible for donor relationships and effective marketing, including UNICEF Australia, Bobby Goldsmith Foundation, Inspire Foundation and the Australian Direct Marketing Association.

## Top 3 reasons to trust Richard

1. Honest, knowledgeable, and courageous

2. Proven track record of leadership success in the NGO sector

3. Fosters accountability and care for clients and candidates

He then turned his significant knowledge and skill towards establishing and growing NGO Recruitment. He's directly helped hundreds of much-loved NGOs bolster their workforce including The Fred Hollows Foundation, Lifeline, MS Research Australia, Bipolar Australia, Community Legal Centres, and UNHCR Australia. Richard has positioned NGO Recruitment as

the most consultative and effective recruitment firm for non-profits across more than 18 years of achieving successful placements and leading a team of empathetic yet efficient recruitment consultants. He encourages his team to bring their values to work and isn't afraid to use NGO Recruitment's platform to take a stand on issues and advocate for a more inclusive and just world.

## What past clients and candidates say about Richard's approach

"Over the last 18 months, the Butterfly Foundation has recruited 12 positions across Australia from the Clinical Director and Head of Finance to the National Philanthropy Manager. These positions have been due to internal growth required to meet the needs of those who we represent. Despite the challenges of COVID and alike, I have found working with NGO Recruitment to be an excellent experience. As always, some roles were easy to find, some much harder. NGO Recruitment always worked to understand what was needed for the role, what was unique and what would fit with our culture."

**KEVIN BARROW**  
CEO AT THE BUTTERFLY FOUNDATION

"We needed some specific skills and experience, which is why I contacted NGO Recruitment. I knew Richard would take a detailed brief, take time to really get to know the organisation, the team, understand the challenges and what was required. With NGO Recruitment's help I built a fantastic fundraising team at Lifeline which took the organisation to the next level."

**VERITY BLACKMAN**  
FORMER GENERAL MANAGER, SUSTAINABILITY & PUBLIC RELATIONS, LIFELINE AUSTRALIA

"In my opinion, NGO recruitment is a go-to agency for your recruitment needs in the sector. Richard and the team are friendly and professional. The team was honest with us on our shortlist and communicated clearly and often during the recruitment process. They are dedicated to the sector and a pleasure to work with. The highly skilled individual we recruited through NGO was a perfect fit for the organisation. I would thoroughly recommend NGO recruitment."

**DR MATTHEW MILES**  
FORMER CHIEF EXECUTIVE OFFICER  
MS RESEARCH AUSTRALIA

"My experience securing a CEO role with NGO Recruitment was second to none. Richard was incredibly well-informed about the organisation and the position, and provided me with fantastic support throughout the whole process. I could tell executive search is more than just a job for Richard - rather it's a labor of love and a passion for matching the right candidate to the right organisation, as well as for the entire NFP sector. He is both knowledgeable and well-connected but it's his passion for what he does that really shines through."

**KATHERINE RASKOB MIM**  
GAICD, CHIEF EXECUTIVE OFFICER AT  
FUNDRAISING INSTITUTE AUSTRALIA

## Contact Richard

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