

Leading a global organization that can make a difference:

IFOAM – Organics International is looking for a new

Executive Director

as per May 1st, 2018, or as mutually agreed.

Current agriculture and food systems significantly impact people and the environment - with massive costs to society. There is a widely recognized need to shift global agriculture and food systems towards more sustainability, as manifested in the Sustainable Development Goals. Organic agriculture is a forerunner of truly sustainable agriculture and offers practical solutions to address major global challenges. Practiced by millions of farmers and supported by hundreds of millions of consumers around the globe, it substantially contributes to the production of healthy, nutritious food and other natural products for a growing population, enables farmers to earn a fair living, regenerates and enhances soil fertility and biodiversity, safeguards and replenishes scarce water resources, mitigates climate change and helps negatively impacted people adapt to that change. It is a dynamic and continuously developing system that after decades of continued growth and consolidation is entering an exciting new phase – [Organic 3.0](#).

About IFOAM – Organics International

With more than 900 affiliates in 120 countries, a network of regional and thematic bodies and a team of 30 dedicated staff IFOAM – Organics International represents the global organic movement. Since its inception in 1972 it has developed from an ad hoc group to a highly professional institution. In collaboration with numerous allies it acts as a global action network to advance the uptake of the organic principles of health, ecology, fairness and care. Its goal is to grow the organic sector while making it more sustainable, and to inspire mainstream agriculture.

As per its [new organizational strategy](#) IFOAM – Organics International leads change – organically on behalf of its membership. The three departments work on:

- a) Enhancing knowledge, skills and attitudes of producers and value chain actors (Capacity Development Department);
- b) Stimulating demand for sustainable products by raising awareness (Communications Department); and
- c) Advocacy for a policy environment that is conducive to truly sustainable production and consumption (Policy and Guarantee Department).

Key responsibilities

The Executive Director leads the organization and is responsible for the development and implementation of budgets, plans and programs as approved by the World Board. She or he is in charge of the overall organizational development including the development of the financial, human resources and brand value capital in line with the organizational strategy.

Specific key duties are:

- **Governance:** Responsible for communicating effectively with the Board and providing, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.
- **Mission and strategy:** Work with board and staff to ensure that the mission is fulfilled through programs, strategic planning and community outreach. Responsible for the enhancement of the organization's image by being active and visible and by working closely with other organizations.
- **Financial viability:** Develop resources sufficient to ensure the financial health of the organization. Responsible for fiscal management within the approved budget, ensuring maximum resource utilization and maintaining a positive financial position.
- **Operations:** Responsible for effective operations of the organization, for the hiring and retention of competent, qualified staff, and for signing contractual agreements on behalf of the organization.
- **Leading the team:** Working collaboratively with the management team and the staff, ensuring a positive team spirit and working culture.

This challenging, full-time position is based at the organization's head office in Bonn, Germany, in an attractive geographical and institutional setting and provides the opportunity for frequent international travel. The salary is competitive, in line with similar international non-profit organizations and commensurate with experience, skills and performance.

Qualifications and experience

- Five or more years of senior management experience with a demonstrated ability to oversee, motivate and collaborate with staff.
- Familiarity with organic agriculture and its challenges globally, including in low-income countries, combined with a high level of commitment to and passion for true sustainability in agriculture.
- Transparent and high integrity leadership in an intercultural environment, able to convey a vision of the organization's strategic future to diverse staff and allies, and ready to lead as an agent of change.
- Sound organizational skills including planning, delegating, program development and task facilitation. Solid financial management skills and experience, including budget preparation, analysis, decision-making and reporting.
- Exceptional fundraising capabilities, which includes building donor relationships, proposal development and a drive to deliver on commitments
- Excellent social and intercultural communication skills, methodological competence for facilitating participatory processes, and strong public speaking ability in international settings.
- Fluency in spoken and written English. Knowledge of German is important and additional languages are an added-value.

Application Instructions

Please submit a full CV, letter of motivation, salary expectations and the contact details of two references, all in one PDF document. Any special requests regarding working conditions should be specified. References of current employers will only be contacted in consultation with the candidate. Applications shall be addressed to the President of IFOAM – Organics International and sent by e-mail to recruitment@ifoam.bio no later than January, 2nd, 2018. Shortlisted candidates will be interviewed by phone, and in person during [BIOFACH Nuremberg](#), February 2018.