

Position Specification

IDH - The Sustainable Trade Initiative

COO

Our Client

IDH (www.idhtrade.org), the Sustainable Trade Initiative helps to accelerate and upscale sustainability within mainstream international and regional commodity markets and producer landscapes. Key commodity markets include for instance apparel, fish, cocoa, coffee, tea, cotton, fruit, vegetables, and palm oil.

Aiming at market transformation, IDH builds ambitious public private coalitions of companies, civil society organizations and governments and high-impact programs to benefit people, planet and profit. With co-funding from the Dutch, Swiss, Danish, UK and Norwegian governments, private foundations and from business partners (total annual turnover of 75m Euro), IDH develops innovative business models for sustainable production and trade, and convenes partnerships with governments, banks and businesses to scale these models.

Founded in 2008, IDH is expanding its activities and now runs approximately 600 projects in over 30 countries, together with a wide range of private and public partners and funders. IDH is a dynamic organization of 80 highly dedicated staff members in its headquarters in Utrecht, and another 100 associates in key producing countries in Asia, Latin-America and Africa.

The Role

The Supervisory Board of IDH is recruiting a COO, based in Utrecht. This is an outstanding opportunity for a highly skilled, proactive and experienced executive leader, strongly committed to the mission and work of IDH. Reporting to the Supervisory Board, the new Chief Operations and Finance Officer will be a key executive partner to the CEO, work closely with the Executive Management Team, and support senior leadership around the world. Specific responsibilities include:

- Effectiveness and efficiency: Contributing to IDH's mission, vision and values by providing overall leadership to the global organization, securing effectiveness, efficiency, donor accountability, manageability, control and compliance.
- Business support: Securing that the business units and country offices are empowered to take responsibility for operational management, by building strong Finance, Legal, HR, IT and Facilities teams, and forging close collaboration between the business and support functions.
- Organizational development: Securing that IDH grows responsibly in terms of the capabilities of its people, legal structure, global network, governance, and systems.

Candidate profile

The ideal candidate meets all of the following criteria:

- Senior, executive level COO/CFO experience in an international organization that is relevant to IDH in terms of its organizational development and market focus.
- Proven track record of financial and operational management, problem solving, planning.
- Ability to lead teams both through guiding and coaching.
- Ability to deep-dive into the details of the IDH business while staying focused on the bigger picture; can anticipate on challenges to IDH before they occur and recommend solutions, that will help to further improve IDH's performance.
- A deep commitment to getting things done at scale for the benefit of the people and the planet.
- Real team player who can inspire, further solidify and develop the operational and financial qualities of the international organization.
- Ability to manage change and gain commitment for delivery over business development.
- Relevant master's degree of a reputable university.
- Fluency in English, preferably also a second key language like French, Spanish or Chinese. Speaking Dutch is helpful but not required.

Proposition

IDH offers an exciting position within an enthusiastic and passionate international team. As an IDH leader you can contribute to positive global change. The position is for 40 hours per week. The successful candidate will be offered a contract with a competitive remuneration including a salary of Euro 110,000 – 123,000 plus pension, travel allowance, and contributions to health insurance and sports club. This role is based in Utrecht, the Netherlands. IDH is committed to optimize gender balance through this position.

Contact

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