

Position Specification

IDH - The Sustainable Trade Initiative

COO

Our Client

IDH, The Sustainable Trade Initiative (www.idhtrade.org), helps to accelerate and upscale sustainability in mainstream international and regional commodity markets and producer landscapes. IDH is highly innovative organization, continually adapting its strategy to engage and mobilize the private sector to contribute to the Sustainable Development Goals.

Key commodity markets that IDH work in include, , apparel, fish, cocoa, coffee, tea, cotton, fruit, vegetables, and palm oil. IDH has spent the last 10 years shaping and fundamentally transforming global markets and intends to systematically change these markets, going towards 2030. In addition to commodity markets, IDH will focus on sustainable manufacturing and sustainable landscapes in its next phase.

With co-funding from the Dutch, Swiss, Danish, UK and Norwegian governments, private foundations and business partners, IDH develops innovative business models for sustainable production and trade, and convenes partnerships with governments, banks and businesses to scale these models. IDH's yearly budget is Euro 30 million, spent in tandem with an annual Euro 45 million private sector contribution. IDH is active in key producing countries in Asia, Latin-America and Africa. To achieve its 2030 goals, IDH is launching two additional new services to complement its program management:

- **Program management.** Building ambitious public private coalitions of companies, civil society organizations and governments and high-impact programs to benefit people, planet and profit.
- **Advisory services.** A new service offering advice to donors, private sectors and governments by leveraging IDH's experience and expertise to scale the impact of IDH and innovative learning products. This service needs to be developed further.
- **Investment services.** This too is a new service that will be concentrated in a separate entity within IDH, aimed at green growth and jobs. IDH will focus on mobilizing inclusive responsible investments, helping with bringing investable projects to banks and investors. In the summer of 2019 a IDH Farmfit Fund will be launched with Euro 100 mln junior debt and a Euro 500 mln senior debt guarantee facility for investments in sustainable smallholder value chains.

Founded in 2008, IDH is expanding. It 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 highly dedicated staff, 80 in its headquarters in Utrecht, and another 100 associates in regional hubs in Indonesia, Vietnam, India, Kenya and Brazil. IDH has an active Employee Council.

The Role

To achieve the objectives mentioned above, the Supervisory Board of IDH is recruiting a COO, based in Utrecht. This is an outstanding opportunity for a highly skilled, proactive and experienced leader, who is strongly committed to the mission and work of IDH. Reporting to the Supervisory Board, the new COO 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, adherence to business principles and compliance.
- **Business support.** Ensuring 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. Putting one's foot down in the Executive Board for controlled growth of IDH.
- **External representation.** Being an external ambassador for IDH towards donors, governments, the private sector and other external stakeholders. Representing IDH at international conferences and industry gatherings, such as the World Economic Forum, World Bank spring meetings or the UN General Assembly.

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.
- High intrinsic motivation to contribute to IDH's mission. Deep commitment to getting things done at scale for the people and the planet.
- Engaging team player who can inspire, further solidify and develop the operational and financial qualities of the international organization.
- People person who builds relationships and trust across the organization, nurturing an organizational culture based on IDH organizational values of integrity, impact, and innovation.
- Ability to manage change and gain commitment for delivery over business development.
- Relevant master's degree of a reputable university.
- Cognizant of the role of the Employee Council and its mandate.
- Fluency in English, preferably also a second key language like French, Spanish or Chinese. Speaking Dutch is helpful but not required.
- In case of equally suitable candidates, a female candidate is preferred.

Proposition

IDH offers an exciting position within an enthusiastic and passionate international team. As an IDH leader you contribute to significant positive global change. The position is for 40 hours per week. The successful candidate will be offered a salary of Euro 110,000 – 130,000 plus pension, travel allowance, and contributions to health insurance and sports club. This role is based in Utrecht, the Netherlands.

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