

Solidaridad

is looking for a new

EXECUTIVE DIRECTOR

September 2023



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ORGANIZATION

Solidaridad is an international civil society organization with 54 years of experience in developing solutions to make communities more resilient and create more inclusive sustainable supply chains.

Our solutions support the transition to an inclusive economy that provides sustainable livelihoods with fair and profitable business opportunities. This includes decent working conditions, a fair living wage or income and production in balance with nature.

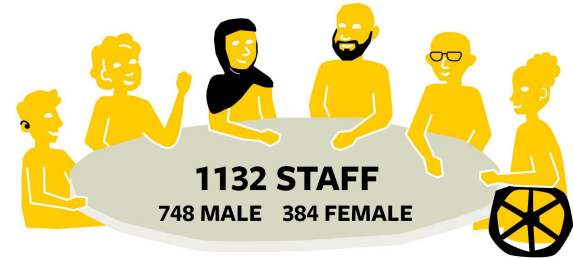
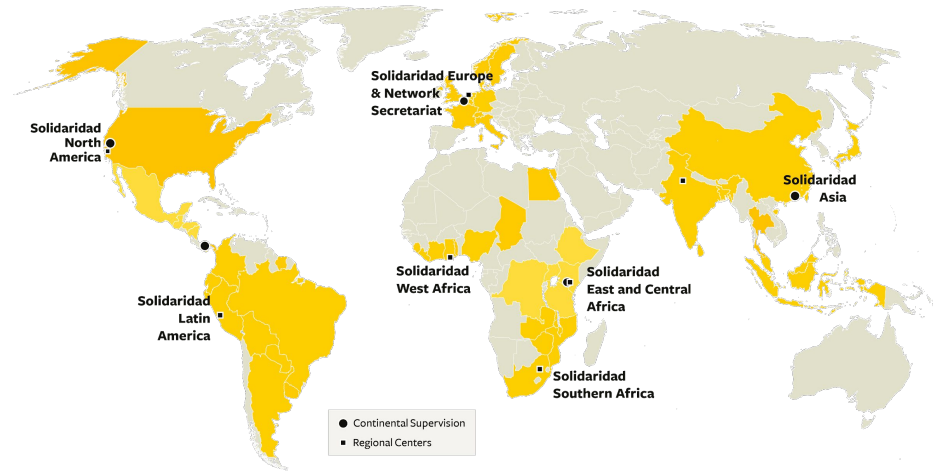


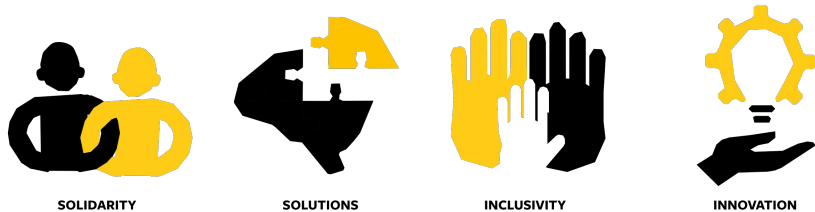
A NETWORK ORGANIZATION

Solidaridad employs over 1,000 staff members in 44 countries worldwide through seven regional expertise centers.

While we are an international network organization with partners all over the world, there is one agenda and one strategy. Together we learn and progress, together we achieve results and together we decide on future steps. The Executive Director plays a lead role in this.

A Network Secretariat, connecting the regions, is located in Utrecht, the Netherlands. It consists of the Executive Director working with an on site and a footloose international team on tasks that support the whole network.





OUR VALUES

We believe that Solidaridad is a great place to work. Our seven values, all deeply rooted in our DNA of liberation theology, and solidarity with disadvantaged groups, are at the core of our inspiring working culture.

In everything we do, we are focused on achieving concrete impact and change that really matters for farmers and workers.

We recognize explicitly that we are dependent on each other (as colleagues within the network) and on the planet as a whole. We can only achieve results if we collaborate.

Over the years we have continuously evolved to meet the changing environments, and in order to remain relevant, we invest in learning, development and innovation.

We don't just do the right things. We also want to do things right by adhering to the highest ethical principles and professional standards.

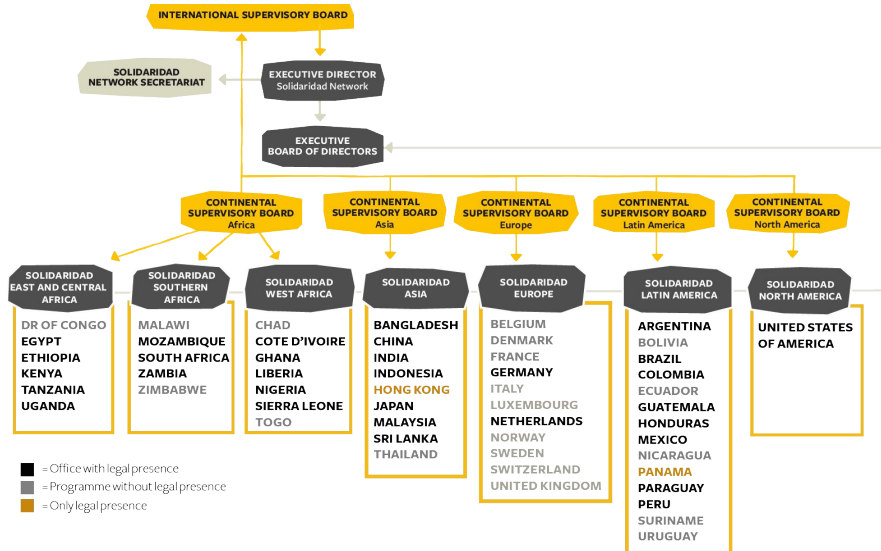
DIVERSITY AND INCLUSIVITY

The Solidaridad network structure was built on the idea that meaningful change grows from within communities. A collaborative work environment based on the exchange and debate of different ideas and perspectives will create the most innovative solutions. Diversity and representation of many different perspectives and identities is not just nice to have; it is essential to the mission of reclaiming sustainability.

Inclusion is prioritized at all levels of work within Solidaridad; from programming that promotes gender equality, to leadership within our Senior and Board level positions. A strong integrity structure supports open and honest dialogue and secure pathways for reporting and addressing issues.

All this makes up the core of what Solidaridad stands for: equity. Creating a more fair and equitable supply chain starts from our working culture and permeates through our programmes, communications and partnerships.





A TWO-TIER MODEL

Solidaridad has purposefully chosen to adopt a network structure based on local management, supervision, knowledge and expertise across the globe. The premise of the structure is that it promotes capacity building: strengthening Solidaridad teams in the region, enabling them to foster regional supervision and to manage programming themselves. The regional Solidaridad teams cooperate with their own partners on the planning, implementation, communication and evaluation of programmes, and on reporting their results.

The Executive Director (ED) is the legal representative and the public face on the global stage of the Solidaridad Network. The ED is the chairperson of the Executive Board of Directors of Solidaridad Network and as such reports directly to the International Supervisory Board (ISB). The director also acts as line manager for the Managing Directors of Solidaridad in the regional centers and heads Solidaridad's Network global secretariat.

RECLAIMING SUSTAINABILITY

As sustainability becomes mainstream, more and more companies are keen to show off their credentials through adopting different types of certification, labels and ethical commitments. But there is no such thing as sustainability when the people who produce those goods live in poverty and when natural resources are not managed sustainably.

The outdated idea of having only one success measure; profit, needs to end. We want to partner with CEOs and investors so they can lead this change, and move from false product claims to genuine sustainability policies, and from elite controlled supply chains to inclusive ownership models.

More of the price we pay for our food and products should go to the farmers and workers who made it, and our supply chains and infrastructure should be enabling and supporting them to farm and produce in sustainable ways.



THE POSITION

Solidaridad has an opening for a top-tier and entrepreneurially-spirited leader to inspire and lead our dynamic international network organization.

The Executive Director oversees the general management of the Solidaridad network and the proper execution of the strategic, governance, operational, financial and human resource objectives of Solidaridad.

As Executive Director you are the public face of the Solidaridad Network at the global level and responsible for the effective functioning and overall network results. This will require engagement with a wide range of stakeholders committed to change that matters, and the mobilization of new funding streams and partnerships.

This is a full-time position which can be executed from any of the countries in which we work.



RESPONSIBILITIES

These include, but are not limited to:

- Serve as the face of the organization and participate in external events to increase visibility, engagement, and credibility of the brand
- Develop strategic partnerships in close cooperation with the regions to further increase community awareness and expand programmes.
- Assure that Solidaridad Network as a whole is organized and managed effectively and efficiently and in line with its values.
- Create the conditions for an effective and inclusive work environment.
- Design, implement, enforce and provide oversight of global policies and processes
- Account for overall fundraising targets as well as financial sustainability
- Manage the central financial reserve of the organisation
- Assess financial consequences of strategic plans
- Manage the performance of the Network Secretariat.
- Periodically report to the International Supervisory Board
- Overall responsibility for annual budgets and financial reporting to the International Supervisory Board

PROFILE

Solidaridad Network is looking for a proactive individual who is hardwired for detecting and setting trends and developments in the sustainability sector and translating those into innovative solutions and appropriate strategies.

The new leader of Solidaridad arrives with the skills necessary to keep this dynamic network strong, aligned, and results-oriented. The candidate will be a strong communicator with a solid track-record in fundraising and possesses an innate ability to inspire internally and externally.

Our Executive Director will have an open management style that empowers staff to participate in the development and execution of policy and have the analytic capacity to structure strategy towards smart and consistent objectives.



REQUIREMENTS

- > 15 years experience in leading complex multi-country and multicultural organizations
- > 5 years working in an executive position within an international organisation
- Relevant university level education, master or higher
- Knowledge of international development, of social issues both in the global North and South and their connectedness
- In-depth knowledge on global sustainable supply chains
- Affinity with the background and the identity of the organization
- Fluent in spoken and written English, other language skills proficiencies desirable
- Excellent knowledge of strategic, human resource, financial and quality management
- Ability to effectively translate global vision and strategy into clear objectives
- Ability to travel extensively internationally

WHAT WE OFFER

A welcoming and pleasant international working environment.

Role Location: Solidaridad is an international network with eight regional offices, spanning 44 countries. This role can be based in any of these countries. In particular, we welcome the candidates from the countries we serve to apply.

Salary indication: As an organisation with Dutch roots and in adherence with donor requirements, we follow the Dutch rules for NGO salaries, which is a maximum of EUR 140k+ benefits for this role.

Solidaridad is an equal-opportunity employer and welcomes applicants from all backgrounds to apply.



APPOINTMENT PROCESS AND HOW TO APPLY

An executive search exercise is being undertaken by Perrett Laver to assist the Selection Committee in identifying the widest possible field of qualified candidates and assisting in the assessment of candidates against the requirements for the role.

Informal enquiries and questions can be directed to Feride Yetis on +31 (0)202 409 344 or by Feride.Yetis@perrettlaver.com.

Applications should consist of a cover letter addressing suitability against the person specification and a full curriculum vitae. The deadline for applications is Monday 6 November at 09h00 CET. Applications can be uploaded at <https://candidates.perrettlaver.com/vacancies/>, quoting reference number **6904**.

A development assessment may be part of the procedure.

No applications will be considered without an accompanying letter of motivation along with CV.

No agencies please.



**BEFORE 6
NOVEMBER**

Submission of CV
and mandatory
letters of motivation

NOVEMBER

Preliminary
discussions
with longlisted
candidates

DECEMBER

Review of
applications by
the selection
committee

DEC/JAN

Formal
interviews

FEBRUARY

Selection of and
negotiations
with the
preferred
candidate

**INTENDED
STARTING DATE:
April 2024**

Solidaridad

CONTACT



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Protection and Privacy, please visit our website
<http://www.perrettlaver.com/information/privacy-policy/>.



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