



Candidate Information
Director of Sector Standards

About GRI



GRI is enabling a more sustainable future.

GRI (Global Reporting Initiative) is an independent, international organization that helps businesses and other organizations take responsibility for their impacts, by providing them with the global common language to communicate those impacts. Today, more than 10,000 organizations – including 75% of the largest 250 companies in the world – disclose sustainability information through the GRI Standards. In addition, GRI's standards are referenced explicitly in 160 policies of governments, regulators, and stock exchanges in 60 countries.

Headquartered in Amsterdam (NL), GRI has a network of seven regional hubs, ensuring that it can support organizations and stakeholders worldwide.



Headquartered in Amsterdam, Netherlands



Regional offices in Johannesburg, Singapore, São Paulo, Hong Kong, Bogotá, New York, and New Delhi



GRI envisions a sustainable future enabled by transparency and open dialogue about impacts. This is a future in which reporting on impacts is common practice by all organizations around the world. As the provider of the world's most widely used sustainability disclosure standards, we are a catalyst for that change."



GRI is looking for an exceptional individual to join its highly dedicated and talented team. In this role, you'll lead the Sector Standards Division - the division tasked with projects to develop existing and new GRI Sector Standards through a global multi-stakeholder based processes. The primary focus of the team is content creation and revision, including the management of global multi-stakeholder groups.

In this role, you will be responsible for ensuring excellence and consistency in project management for all ongoing sector team projects and play a key role in coordinating the overall activities of the Standards Division together with your peers. Additionally, yourself along with other Directors in the Standards Division, you will be responsible for the development and management of strategies to ensure the positioning, alignment and interoperability of the GRI Standards within the wider corporate reporting landscape.

Alongside technical excellence, your exposure to, and engagement with, the public domain will form an integral part of this role. Along with your team, you will work with and manage international multi-stakeholder Project Working Groups and ad hoc Technical Committees.

As the Director of Sector Standards, you will:

- Manage the Sector team and develop a strategy and environment to ensure the team can execute the planning and implementation of projects to develop existing and new GRI Sector Standards and associated materials including the recruitment and supervision of expert project working groups and technical committees.
- Grow and develop the Sector team's competencies and skills individually and collectively.
- Safeguard trust in the GRI Standards worldwide by ensuring technical excellence and guaranteeing that new and revised GRI Sector Standards are developed in accordance with the Global Sustainability Standards Board (GSSB) Due Process Protocol.
- Driving a culture of ongoing development and continuous improvement, ensuring that project communication and methodologies remain robust and efficient to streamline the development of existing and new Sector Standards.
- Representing the projects under management to the GSSB and Due Process Oversight Committee (DPOC).
- Representing GRI and the Standards Division in external fora, meetings, and events as needed.



Reports to: Chief of Standards

Team size: up to 15 FTEs



Location: Netherlands or remote, +/- 2 hours CET

Leading an international team remotely

To be successful in this role, you will have:

- Proven experience in line managing larger teams, including remote line management
- Senior-level expertise in the technical development of standards at an international level, and ideally expertise in developing reporting, accounting, and/or audit standards
- Extensive experience facilitating consensus-seeking processes in a multi-stakeholder setting; proven experience with facilitating (virtual) consensus-seeking content creation processes
- Extensive experience in project planning and implementation; substantial experience with project planning methodologies and software is a plus
- In-depth knowledge of environmental, social, and economic sustainability issues
- Knowledge of sustainability-related instruments, standards, and norms
- High proficiency in English (written and verbal, both at near-native level), including experience in writing technical standards
- Proven relevant experience, and a comprehensive understanding, of sustainability reporting processes
- Ability and experience working in an international and multi-cultural setting



Travel requirement: Ability to travel internationally on a regular basis (up to 15%)

The GRI Standards Division 2023

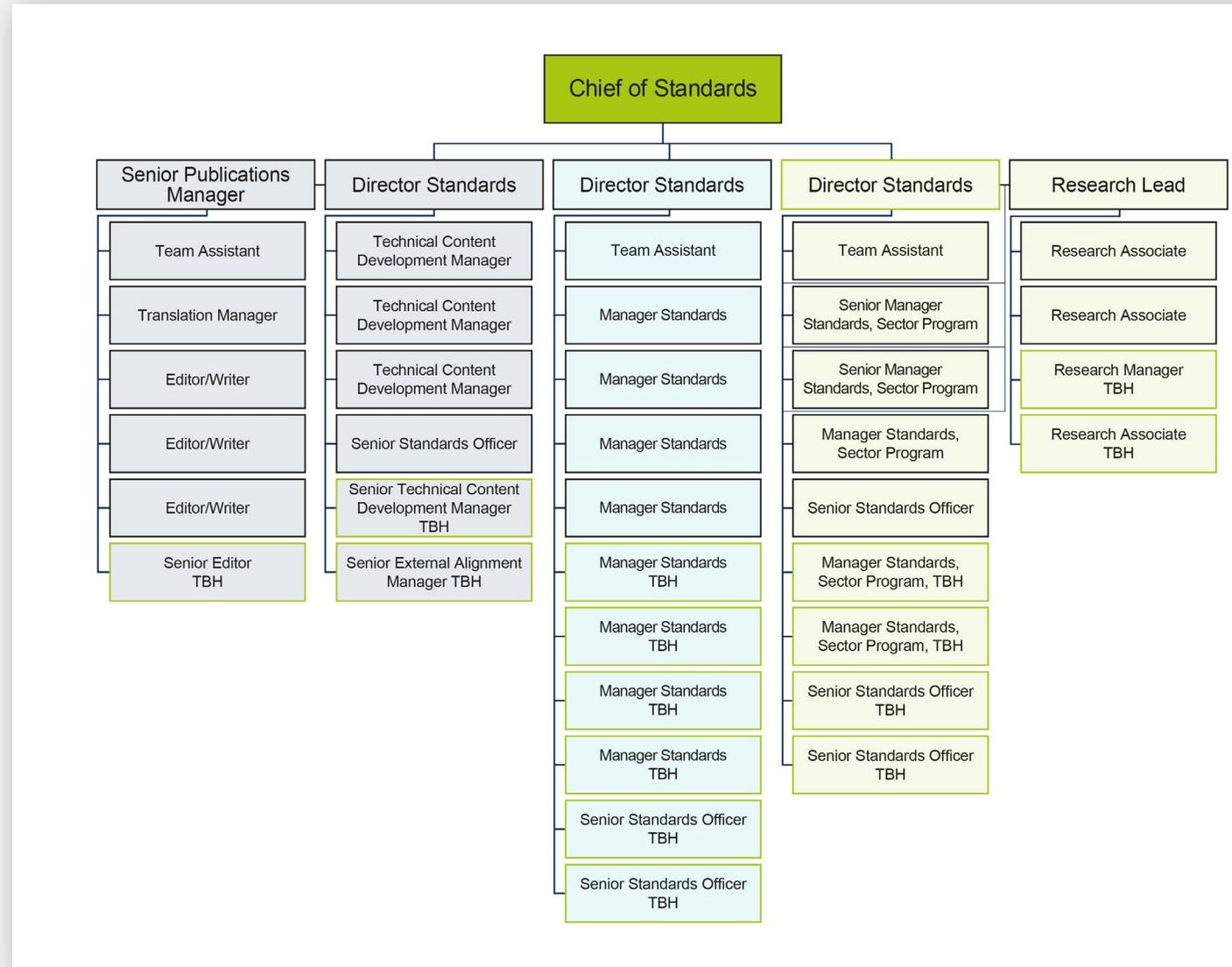


The GRI Standards Division is a team of 26 people and is expected to grow to 42 people this year.

It is a high performing team, with high technical excellence and a passion for sustainability and corporate transparency. The team works to enable any organization – large or small, private or public – to understand and report on their impacts on the economy, environment and people in a comparable and credible way. This diverse, multi-cultural group of people is responsible for developing and maintaining the GRI Standards.

Joining the GRI Standards Division is a tremendous career opportunity. You'll benefit from the credibility and recognition that GRI has cultivated over the past 25 years. Being part of the team that shapes the GRI Standards will also help build your personal and professional credentials, serving as great assets in the quickly evolving field of ESG/sustainability.

Working for the GRI Standards Division is an excellent platform for future career moves. Spending time with the organisation will enhance your career options and speed up climbing the ladder.



The recruitment process



This will be a multi-stage interview process, beginning with Acre and followed by virtual and face-to-face interviews with the supervisor and other team members. It is at the institute's discretion to introduce another meeting if required.



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Diversity & inclusion

Diversity drives innovation and accelerates businesses and enterprises toward their missions. As such, we are wholly committed to partnering with clients and candidates alike to foster a more inclusive, sustainable future for generations to come.

Acre is committed to increasing diversity and maintaining a progressive and inclusive workplace, both for ourselves and for the organisations we support. It is important to us that we offer equal opportunities in the recruitment processes that we run. We welcome applications from all qualified candidates regardless of their ethnicity, race, gender, religious beliefs, sexual orientation, age, marital status or whether or not they have a disability.

If you require additional equipment, resources or support in order to participate in the job application or interview process, please let us know by contacting the named consultant managing this search and we will work with you to ensure that your accessibility needs are met.

Recruitment process



Application: Please submit your resumé directly through the **job advertisement on Acre's website**.



Communication: Acre will review your application and manage all communication throughout the recruitment process on GRI's behalf.



Acre Interviews: Thad and Declan, from Acre's Sustainable Business recruitment team, will meet with you directly or virtually to discuss your fit for this role and the creation of a cover note. They'll then prep you for what to expect in the interview process, alongside key timelines.



GRI Interviews: This will be a 2 stage interview process involving the Chief of Standards and GRI's Board. Additional conversations may take place, if needed.



Offer: Acre will contact you with GRI's final decision and support you through the offer stage of this process.