



Executive Director

CANDIDATE INFORMATION

One in three children living in cocoa-growing areas in Côte d'Ivoire and Ghana are estimated to be involved in child labour.

This prevalence continues to be of great concern, despite progress from within the cocoa sector to tackle the issue. Forced labour is also a risk faced by the cocoa sector and there are increasing calls on the sector to take more focused action to address it.



Who is the ICI?

International Cocoa Initiative (ICI) is a Swiss non-profit foundation that wants to change this and works to ensure a better future for children in cocoa-growing communities. It is a multi-stakeholder initiative that unites the forces of the cocoa and chocolate industry, civil society, farming communities, governments, international organizations and donors to promote human rights, and to tackle child labour in the cocoa supply chain.

ICI's sphere of influence, pool of expertise and network of partners is uniquely positioned to drive change in the cocoa sector. It has been working in cocoa-growing communities in Côte d'Ivoire and Ghana for 13 years and within that time, has helped advance quantified progress in the fight against child labour in cocoa.

ICI's direct actions alone have improved child protection for more than 422,000 children between 2015 and 2020, and its approaches have led to a 20-30% reduction in child labour in ICI-assisted communities, as well as a 50% reduction in hazardous child labour amongst at-risk children identified by ICI's monitoring systems.

About the Organisation



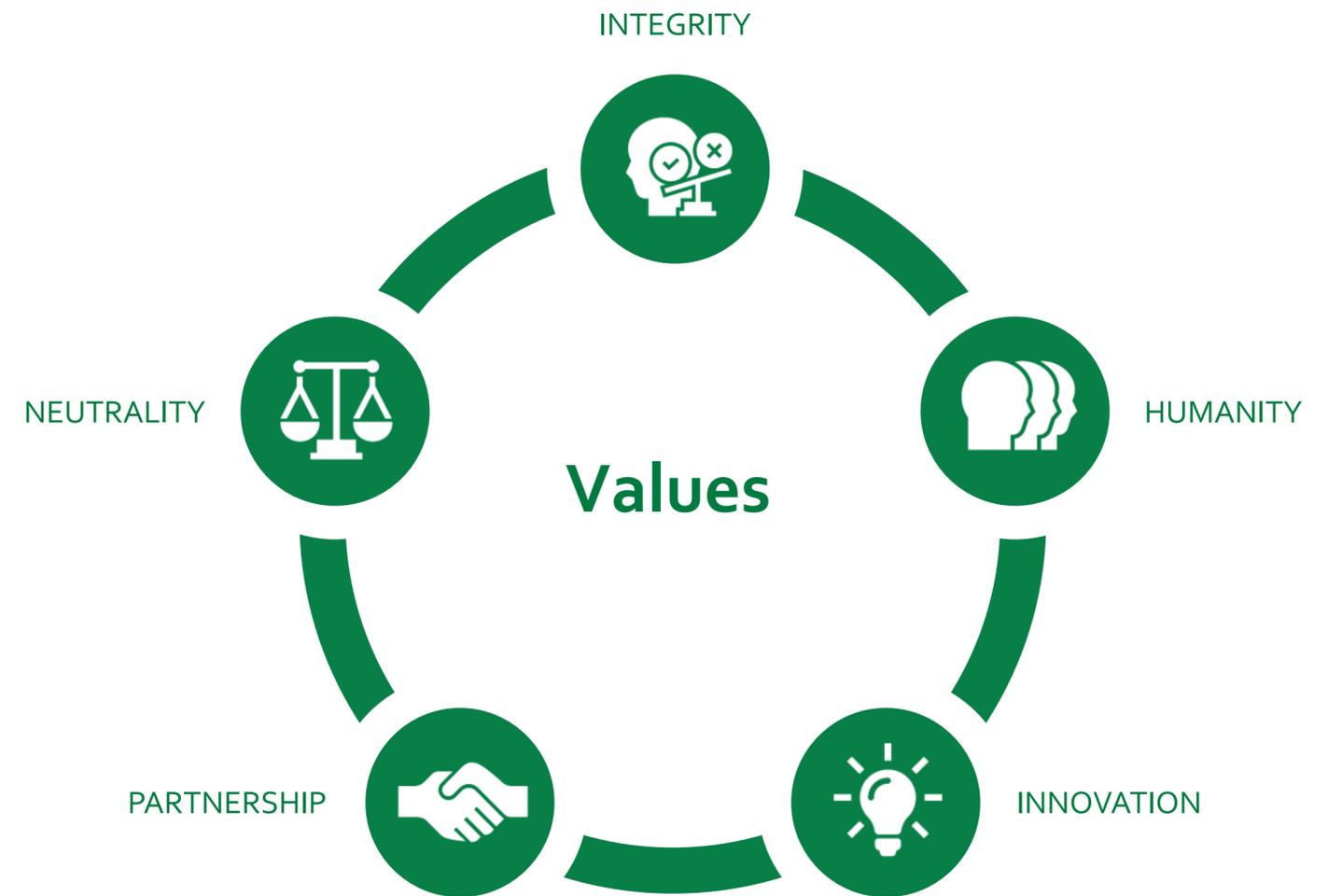
Mission

ICI works together with its partners to improve the lives of children and adults at risk of child labour or forced labour in cocoa-growing communities. ICI innovates, catalyzes and supports the development, implementation and scale-up of effective policies and practices that promote child rights and that prevent or remediate child labour and forced labour.



Vision

ICI's vision is of thriving cocoa-growing communities within a dignified, sustainable and responsibly managed cocoa supply chain, where child rights and human rights are protected and respected, and where child labour and forced labour have been eliminated.



About the Role

ICI is hiring an Executive Director to provide visionary leadership so that the Foundation can achieve its objectives - which were most recently defined in its 2021-2026 strategy - with emphasis on catalyzing a responsible cocoa supply chain, a supportive and enabling environment, as well as a scaled up, coordinated and coherent multi-stakeholder effort through Innovation and Learning, Technical Advocacy and Capacity Building.

You'll work closely with, and report to, ICI's Board (comprised of members and stakeholders from industry and civil society), as well as ICI's delegated Executive Committee, reporting specifically to ICI's Co-Presidents.

Together, you'll inspire and maintain broad support to members, stakeholders and employees as they strive to achieve ICI's overall vision and mission.



You'll lead a team of

160

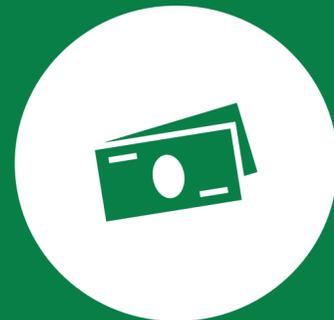
people



You'll be based in

Geneva

with frequent travel



You'll earn a

competitive

salary

What you'll do:

- Advance, promote and, if necessary, refine ICI's strategic vision for delivering impact through its core operational program, its project partnerships and its stakeholder engagement, in line with the Foundation's strategic objectives.
- Translate ICI's vision and strategy into annual or multi-annual action plans and budgets, to be approved by the Board, with clear deliverables that align with ICI's strategic results framework.
- Lead a high-performing ICI team to meet the objectives set out in the ICI strategy and its associated action plans, within the adopted budgets, with an efficient allocation of resources and an optimally managed expenditure.
- Identify, nurture and catalyze the key stakeholder relationships (with industry, civil society, governments, donors, media, academia etc.) required to deliver ICI's strategy.
- Oversee the effective and transparent financial management of the Foundation, preparing, controlling, auditing and reporting on ICI's annual financial budgets in line with ICI's Charter and By-Laws.
- Represent ICI, its work and its interests as an independent Foundation at the highest levels of strategic, policy- and stakeholder-engagement.
- Engage relevant key stakeholders in the cocoa sector and beyond with the aim of catalysing collective and expanded action to further ICI's strategic objectives, including by building transformative, impact-oriented partnerships.

What you'll need:

- A university degree or equivalent professional qualification in a relevant field, preferably at Master's level.
- At least 15 years of relevant professional experience with at least 5 years as an Executive Director / CEO or C-level manager.
- Extensive experience and expertise working in CSR, sustainability, business & human rights and/or international development.
- Experience working across different cultures to build consensus amongst different stakeholder groups with diverse needs.
- A track record in building strategic relationships and partnerships.
- Advanced level or fluency in written and spoken English and French.

"ICI's dedication to collective learning, in addition to its focus on innovation and research on topics such as quality education, the impact of income on child labour, and forced labour, has helped our members, and the sector at large, better understand these issues and adopt good practices when implementing sustainability programmes.

As a result, more children, and their families in cocoa-growing communities, are benefiting from more effective interventions."

The recruitment process



1

APPLICATION

Apply directly or email your CV to aysen.naylor@acre.com.

2

ACRE INTERVIEW

Aysen will review your application and contact you with next steps.

3

1ST ICI INTERVIEW

You will meet for an initial interview with ICI's Co-President.

4

ASSESSMENT

You will complete a leadership assessment, followed by a de-brief session with a Development Coach

5

FINAL ICI INTERVIEW

You will meet for a second interview with members of ICI's Board.

6

OFFER STAGE

ICI's panel will agree a successful candidate and Acre will contact you to discuss their decision.

Acre's Search Team



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Diversity drives innovation and accelerates businesses and enterprises towards 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 creating progressive and diverse workplaces, 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. With that, we welcome applications from across the spectrum of potential candidates and do not discriminate on the basis of race, religion, disabilities, ethnicity, national origin, gender, sexual orientation, age, or marital status.

If you require specific aid or accommodation in order to participate in the job application or interview process, please let us know and we will work with you to ensure that your accessibility needs are met.