



**the sustainable
trade initiative**

Senior Programme Manager Coffee for The Sustainable Trade Initiative (IDH)

The challenge

Front running multinationals in the coffee sector have confirmed their commitment to an upscaling plan to increase sales of certified sustainable coffee from 8% currently to 25% in 2015. A global implementation plan is in its final stage of agreement among the industry stakeholders and implementation in the three “first wave” countries is planned to start from Q2 2012 onwards

IDH, The Sustainable Trade Initiative, helps to build ambitious coalitions and high-impact programmes of companies, governments and civil society organisations. The main objective is to make that change really happen, thus serve the public cause of economic and social development in developing countries and limit the ecological footprint of international trade. Endorsed by the Dutch government, we accelerate sustainable trade by catalyzing, financing, up-scaling and monitoring sustainable chain development programme.

To play an active role and use the momentum created in the IDH Coffee program, IDH wants to strengthen its team by recruiting a **Senior Program Manager (SPM) Coffee** .

Job description

Specific Role:

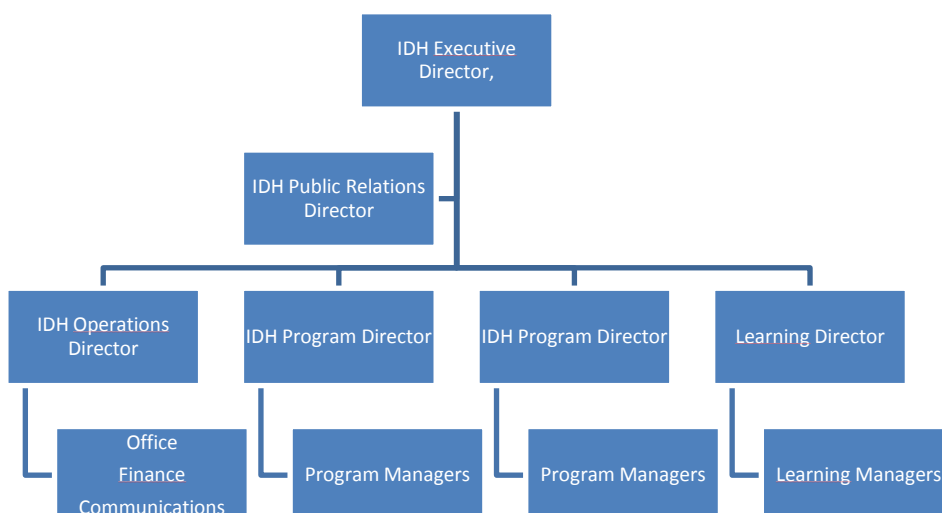
The Senior Program Manager Coffee role is to drive the targeted impact of the coffee upscaling program by:

- Building on the committed coalition of private sector partners and other stakeholders in the SG IDH Coffee program and enhancing this;
- Support, monitor and give guidance to the implementing partners in the production countries acting as a *linking pin between these National Coordinators and the IDH Coffee Program Steering Group*;
- Ensure the further development and implementation of mainstream scalable and impactful country implementation programmes for verified/ certified sustainable coffee production

- Ensure that progress and interrelations of all work streams of the overall implementation are effectively managed and learning is shared;
- Ensure periodic strategic reflection, quality control and further enhancement of the programme goals.
- Working constructively with the stakeholder environment of the program;
- Working actively on broadening the donor alliance that supports the IDH Coffee program;

Organizational setting:

- The SPM acts as a linking pin between the contracted *Country Implementers/ National coordinators* and *the IDH Coffee Steering Group* (of which also the IDH Program Director is a member) ;
- The SPM reports within the IDH structure to *the IDH Program Director*, who provides guidance on strategic framing and key stakeholder engagement and is supportive in defining the key unlocking moves to create the targeted impact;
- The SPM will work closely together with the *IDH Public Relations Director*, especially in fostering effective alliances with local governments and international donors;
- The SPM is supported by a *IDH Learning Manager* providing expert knowledge and research input on a number of defined aspects of the program;
- The SPM is supported by *the IDH Operations Team*, providing financial and project management information support and communications support;
- The program has been developed with senior consultancy support that will remain available for specific issues;
- The SPM will be part of a very impact focussed IDH team of colleagues’ who are fully aware that good teamwork is essential for our challenging job.



Program managers actively maintain and expand the international network of IDH and contribute to further development of IDH. IDH staff closely works together as a team and are able to represent and complement each other.

Requirements

Skills

- Experience in international (coffee) trade and in building effective alliances for change ;
- Able to develop and get implemented result-oriented programmes
- Strong communicator and substantive connector, team player and creative problem solver;
- Relevant working experience (minimum 7 years) as a change agent.
- Experience in working in (or having on the ground relations) in developing countries or merging economies, preferably in a agriculture producer context.
- Experiences in building innovative alliances between powerful international stakeholders with different agendas.
- Experience with process management and change management.
- Passion for, knowledge of and experience in the field of sustainability
- Master's degree working level .
- Fluent in English, and preferably Spanish.

Knowledge

- In-depth knowledge of the global business, sourcing and production issues facing the coffee sector and basic understanding of their national manifestations,
- Proven understanding of the technical issues ranging from access to finance to productivity enhancement and climate change adaptation

Network

- Connection to the international and key national main stakeholders in the sector

Authority

- Have the credibility and reputation to mobilize, unite and align stakeholders

Neutrality

- Not perceived to represent certain interests other than the Coffee program ones , be it political, ideological or from a market perspective, to the extent that it would make the program appear a biased intervention that lacks over-arching legitimacy

Competencies

- Can get a tough job done; can think and act strategically *and* tactically;
- Pro-active attitude and change management skills;
- Able to manoeuvre diplomatically while staying focussed on results;
- Ability to inspire and lead individuals and groups on senior level;
- Creative and strategic thinker;
- Connector and networker;
- Good relationship manager with strong interpersonal skills.

Conditions

- Gross salary, depending on relevant working experience, between €4.500 and €6.000- per month, based on 40 hours per week.
- Solid fringe benefits, including a good pension scheme
- The position is in principle for 40 hours per week (32 hours can be discussed).
- The duration of the contracted function is for the length of the current funding arrangements for IDH, until 2016. The standard procedure in IDH is that every new staff member get's a one year start contract first, with automatic extension for the full period following expected performance.
- It is expected the role will involve extensive travelling ~30%