

**POSITION: Executive Director**  
**DEADLINE FOR APPLICATIONS: 20 September 2020 at 12 noon (CET)**

**ABOUT WFM/IGP** ( [www.wfm.org](http://www.wfm.org) )

The World Federalist Movement/Institute for Global Policy (WFM/IGP) is a 73-year-old peace movement, which campaigns for the establishment of domestic, regional and international laws, policies and institutions that can effectively address violent conflict, mass atrocity crimes, pandemics, climate change and other major transnational challenges. The organisation establishes and uses coalitions and networks to amplify the voices and impact of civil society, including through the Coalition for the International Criminal Court (CICC) and the International Coalition for the Responsibility to Protect (ICRtoP) Programs. WFM/IGP has consultative status at the United Nations, is a New York registered 501(c)(3) non-profit entity and is a Stichting in the Netherlands.

**SALARY**

A compensation package commensurate with experience.

**LOCATION**

The Hague, The Netherlands.

**RESPONSIBLE TO**

Chair of the Executive Committee.

**RESPONSIBILITIES**

**Strategic and Visionary Leadership**

- Lead with passion and humility, inspiring confidence and building trust;
- Inspire work towards the establishment of domestic, regional and multilateral international frameworks laws, policies and institutions that can effectively address major transnational challenges;
- Manage and develop a strong Management Team, motivating and engaging staff and delivering transformative change in the organisation; and
- Ensure an integrated and collaborative approach to strategic and operational planning for WFM/IGP.

**Developing Programs and Profile**

- Lead the successful delivery of WFM/IGP's Strategic Plan from 2021;
- Lead and support fundraising from major foundations, governments and individuals;
- Maintain and grow WFM/IGP's external credibility and high-level relationships and take action to further the organisation's goals with respect to all key stakeholders; and
- Represent WFM/IGP and its work effectively to governments, intergovernmental organisations, key civil society partners, the media and the public.

**Ensuring Good Governance and Accountability**

- Take overall responsibility for the effective and efficient operation of WFM/IGP and its programs and for implementing the Executive Committee's strategies, work plans and budgets;
- Work in partnership with the Executive Committee and support the effective governance of WFM/IGP;
- Ensure a sustainable and well-functioning operating model for WFM/IGP; and
- Ensure that WFM/IGP is fully compliant with its statutory and regulatory obligations.

## **Championing Multilateralism**

- Inspire staff and movements to join the “World Federalist Movement,” which campaigns to support and strengthen multilateral institutions and solutions, such as the United Nations and the International Criminal Court, to end violent conflict and impunity.
- Be the principal political advisor and chief strategist to the Executive Committee and the World Federalist Movement; and
- Drive innovation and spearhead the growth of the World Federalist Movement.

## **CANDIDATE PROFILE**

### **Experience**

- At least five years of senior management experience in an international non-profit organisation that does human rights and/or international justice work is desirable;
- Experience setting a clear vision, developing and implementing strategies and building support among diverse and sometimes challenging audiences;
- Proven ability to build and motivate a highly effective Management Team who share accountability for the overall performance, culture and achievement of the organisation’s strategic goals;
- A track record of the successful oversight of finances and resources in an international non-profit organisation and an understanding of the operations and processes required;
- Experience and a demonstrable understanding of the dynamics of working in both the Global South and the Global North; and
- Experience advising and being accountable to a Board.

### **Skills**

- Exceptional networking, consensus-building, diplomatic and influencing skills at the highest level and the ability to build strong, open relationships;
- Strong interpersonal, advocacy and communication skills with the ability to promote WFM/IGP externally, including through key media platforms and key stakeholders;
- The ability to personally raise funds from foundations, governments and developing relationships with key individual donors;
- Demonstrated understanding of and significant experience leading organisational and cultural change;
- Demonstrated understanding of issues of interpersonal and institutional bias and discrimination (particularly related to gender and race) and experience fostering more equitable organisational processes, policies and culture; and
- Verbal and written fluency in English and *preferred* proficiency in at least one other UN language.

### **Personal Attributes**

- A high degree of personal integrity and the ability to generate trust and confidence in others;
  - Pragmatic and highly attuned to the dynamics and sensitivities of diverse and highly complex organisations and coalitions;
  - An inclusive leader who can foster effective collaboration and who addresses challenges in a manner that promotes learning, understanding and accountability;
  - Personal resilience and a demonstrated ability to delegate effectively to others;
  - The confidence and discipline to exercise leadership in difficult contexts and to hold self and other people accountable for their own performance and conduct; and
  - Empathetic and passionate about engaging and empowering people for a common purpose.
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## HOW TO APPLY

### Interested candidates should send:

- Curriculum vitae (no more than 3 pages) with your full contact details
- Cover letter (no more than 2 pages font 12) stating your interest in this position and WFM/IGP highlighting your applicable experiences and skills and how you meet the Candidate Profile
- List of three professional references (stating name, title, affiliation and contact information) – *please tell us if you want advance notice before we contact your references*
- Information on authorization to work in the Netherlands/EU (EU citizen, permanent resident, practical training, etc.). Those who do not have EU work authorization will also be considered on a competitive basis.

Email your complete application to [jobs@wfm-igp.org](mailto:jobs@wfm-igp.org) with the subject line:  
Executive Director, last name, first name

### Personal Data

In line with the General Data Protection Regulation (GDPR), we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documents. Following this notice, any inclusion of your Sensitive Personal Data in your CV or application documents will be taken by us as your express consent for WFM/IGP to process this information going forward. Please also remember not to mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

### Equal Opportunity Employer

WFM-IGP is a diverse, equal opportunity employer strongly committed to hiring and retaining a diverse staff. Women, persons of colour and persons of minority backgrounds are strongly encouraged to apply.