

HCS LTD

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Senior Executive Position for the HCS Approach¹

The HCS Approach Steering Group (HCSA SG) is a multi-stakeholder initiative established in 2014 to govern the HCS Approach. The Steering Group (SG) was set up to oversee the further development of the methodology, including refining its definition, its objectives and its relationship to other approaches to halting deforestation. The SG also guides implementation of the methodology, communicates/engages with stakeholders and develops/runs the governance model for the methodology. It currently has over 25 global members, including the private sector and civil society.

The HCSA is registered as a Company Limited by guarantee in Singapore, and its day-to-day work is led by a Secretariat outsourced to Helikon Advisory Sdn Bhd, based in Kuala Lumpur Malaysia, with three FTEs assigned.

Since its inception, the HCSA SG has relied on the Co-Chairs to executive the strategy and oversee the organisation's workstreams, with support from the Secretariat. From the end of 2017, the Executive Committee (EC) of the HCSA has decided to create an executive position to lead the work of the Secretariat, allowing the Co-Chairs to focus on governance and on representing the HCSA with high-level stakeholders.

The role is open to both individuals on a contract basis, individuals on a secondment basis from another organisation, or to agencies who are able to dedicate a consultant to the role. The role is nominally a full-time position, but the EC is open to alternative arrangements on further discussion.

Role & Responsibilities

The HCS Approach Steering Group is looking for a qualified and enthusiastic senior candidate to work in partnership with the Secretariat function, engage with the global membership, support high level convening in Asia Pacific, Africa and Latin America, and oversee the organisation's activities and working groups.

The role will report directly to the Executive Committee of the HCS Approach Steering Group, and work closely with the Co-Chairs and the Secretariat.

¹ The title of the position is dependent on the exact nature of the contract, but is a Secretary General level.

Key responsibilities

- Support and monitor the execution of strategy agreed by Co-Chairs and EC
- Support, coordinate and oversee progress of HCSA projects and working groups and monitor budgets.
- Convene membership conference calls, meetings and other multi-stakeholder events
- Engage with members, potential members and strategic partners such as Meridian, RSPO, and FSC.
- Manage the ongoing maintenance and further development of the HCS Approach methodology and quality assurance process, in coordination with the HCV Resource Network
- Provide the EC with recommendations for organisational development and resource requirements
- Provide recommendations for changes to governance documents and membership requirements and other organisational processes.
- Work with the Co-Chairs of the HCSA SG to represent the organisation at high-level and strategic forums.
- Oversee the communications strategy of the organisation

The Secretariat will provide support in executing the above responsibilities, but the role will require a high level of active participation.

Qualifications and experience required

- At least 7-10 years of working experience in a related field
- At least five years working experience at management level, including managing (teams of diverse) staff, work planning and budgeting;
- Work experience in multistakeholder and membership organisations, including consensus decision-making processes.
- Deep understanding of agricultural and forestry commodity chains and production systems and their sustainability issues
- Proven ability to understand and work with technical aspects (agronomic, biological etc) of sustainability.
- A degree in a relevant subject (Economics, Business Administration, International Development, International Relations, Social Science, International Human Rights Law or similar) is a plus
- Outstanding customer and service orientation
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Skills and abilities

- Efficient manager and team player with ability and track record to effectively lead a multicultural team in different countries
- Ability to engage with senior stakeholders at high levels of public and private sector and to deliver presentations at public events and participate in multi-stakeholder panels.
- Strategic, holistic and pragmatic thinker and passion for details;
- Neutral judgement and able to listen and synthesise ideas;
- Excellent interpersonal skills, flexibility, honesty and reliability;
- The ability to work under pressure and to tight deadlines/ability to perform well in a fast-moving setting;
- Excellent verbal and written communication skills in English; Indonesian or French is an advantage

Pay, terms and conditions

As the role is open to both individual consultants and agencies, pay, benefits and other conditions of engagement will be discussed and negotiated with short-listed candidates, based on the type of contract agreed, as well as the experience and background of the candidate.

Location

The location of the role is flexible, but to facilitate smooth daily interaction with the HCSA Secretariat in KL, it would be ideal if the candidate is in a South-East Asia time zone, or otherwise able to spend 25%(?) of their time in the SE Asia region. Candidates holding an existing and valid Malaysian work permit will be able to work from Helikonía's office in KL.

Duration and review

The role is offered as a two-year contract, with a mutual break clause and performance review of six months. Ideal starting date before 1 January 2018.

Other

The role is likely to require frequent travel on extended trips (1-3 weeks), which will normally be planned months in advance.

About the High Carbon Stock Approach

The High Carbon Stock (HCS) Approach is a methodology that distinguishes forest areas for protection from degraded lands with low carbon and biodiversity values that may be developed. The methodology was developed with the aim to ensure a practical, transparent, robust, and scientifically credible approach that is widely accepted to implement commitments to halt deforestation in the tropics, while ensuring the rights and livelihoods of local peoples' are respected. The HCS Approach was initially developed by Golden Agri-Resources (GAR) in collaboration with Greenpeace and TFT in 2011-2012. As of November 2016, the HCS Approach includes a convergence with the HCS+ — meaning there is now only one global HCS methodology. For further information, please visit www.highcarbonstock.org