



Position brief for the position of Director, Environment World Cocoa Foundation

October 2023



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Letter from Chris Vincent, World Cocoa Foundation President

The World Cocoa Foundation was created over twenty years ago to assure a sustainable future for cocoa and the farmers whose livelihoods depend on it. Today, WCF's member companies represent nearly 100 companies in the cocoa supply chain which gives WCF a pivotal position among cocoa and chocolate companies, producing and consuming country governments, civil society and the cocoa farmer themselves, all of whom are seeking solutions to the sustainability issues facing the sector. These issues, farmer income, child labour and deforestation, are complex but WCF seeks to be the catalyst to find solutions to these problems by convening all stakeholders to create a thriving and equitable cocoa sector.

WCF is at an exciting time in its evolution. Following my appointment in October 2022, the board has approved a redefined strategy for WCF which focuses on convening and collaborative programming:

- With the advent of deforestation and child labour regulation in both the EU and US, WCF's unique position, with a presence in the producing countries and a global membership in all the consuming countries, places us at the heart of the debates that will frame and implement that legislation, leading the way on issues such as traceability.
- On behalf of its members, WCF already manages a ground-breaking PPP, the Cocoa and Forests Initiative ("CFI"), which includes 35 companies and the governments of Ghana and Côte d'Ivoire that is seeking to reverse deforestation in both countries. As that PPP is five years old, we will be seeking to relaunch that programme and launch new collaborative programmes to address child labour and farmer income in the near future.

In order to deliver this strategy, a new senior leadership team is in place consisting of myself, the COO and the Vice Presidents of Corporate Affairs, and the Vice President of Programmes. I am now seeking to recruit a new Director of Environment who will be responsible for our efforts to address deforestation and reforestation specifically through the management of the CFI PPP. The candidate will be heavily results- and impact-focused with the ability to apply commercial rigour to development issues; skilled in motivating diverse teams and with high standards of execution. The successful candidate will be smart, strategic, pragmatic, and experienced in working in developing markets and will also need to have a reputation for being straightforward, an honest broker, and a good team player. A healthy sense of humour is a must.

I look forward to meeting you.



Chris Vincent
President



Organization & Opportunity Overview

Director, Environment

The World Cocoa Foundation was incorporated in 2000 when the U.S. Chocolate Manufacturers Association (CMA) acknowledged that a new model of collaboration was needed to assure a sustainable future for cocoa and the farmers whose livelihoods depend on the crop. The organisation's initial purpose was to support research and education programmes related to cocoa agronomy.

The WCF spent the next decade building an independent organisation that played a prominent leadership role on behalf of the chocolate and cocoa industry on sustainability issues, especially the issue of child labour. From 2009, WCF became more actively engaged in implementing large projects through a public-private partnership model that leveraged member company funds to access donor funding to achieve greater reach and impact. These included activities funded by the Bill & Melinda Gates Foundation and funding from the U.S. Agency for International Development. Programme activities, carried out primarily in West Africa, as well as the Americas and Southeast Asia, focused on increasing farm-level cocoa productivity and farmer incomes and addressing the challenges of child labour and deforestation.

Experience gained from industry collaboration through these programmes helped lay the groundwork for a stronger focus on collective action to tackle key sustainability challenges. CocoaAction, launched in 2014 by nine leading chocolate and cocoa companies, was underpinned by a set of principles and actions designed to improve productivity and strengthen cocoa-growing



communities in West Africa. The Cocoa and Forests Initiative, launched in 2017 by more than 25 companies, is an ongoing ground breaking partnership with the governments of Ghana and Cote d'Ivoire to end and reverse deforestation in their cocoa sectors.

Today, WCF is an industry organization whose members represents more than 80% of the cocoa sector. WCF's vision is to be a catalyst for a thriving and equitable cocoa sector where farmer income is improved, child labour is significantly reduced and deforestation is reversed. WCF's unique position at the centre of the cocoa and chocolate industry, governments, civil society and cocoa farming communities, enables WCF to realise its vision through the creation of strategic relationships and collaborative programmes that deliver real impact and systemic reform.

The Director of Environment plays a major role in the organisation as the technical expert on issues relating to deforestation and reforestation. They will report directly to the Vice President of Programmes.





WCF [members](#) operate from six continents, representing all sectors of the global cocoa and chocolate market, and provide a uniquely informed perspective on the interconnected nature and needs of the cocoa industry.



The Position

WCF is seeking a highly experienced and motivated Director of Environment to lead its environmental focus area addressing deforestation, reforestation and forest conservation. Reporting to the Vice President of Programmes. The Director of Environment will have a proven track record of success in leading environmental initiatives and will provide strategic and technical leadership in this focus area with particular emphasis on the landmark Cocoa and Forests Private Public Partnership. They will work collaboratively with internal stakeholders and external partners, including the cocoa producing country government. The Director of Environment will also facilitate environmental policies, procedures, training, guidance, and response to technical issues to support our members. The Environment team consists of the Cocoa & Forests Initiative (CFI) Managers in Côte d'Ivoire and Ghana and an associate in Washington, D.C.

Duties & Responsibilities

- Design the strategy and action plan to ensure the achievement of key goals and targets related to a deforestation-free supply chain, forest protection and restoration, and climate smart cocoa production;
- Lead WCF implementation of the Cocoa & Forests Initiative (CFI), in collaboration with WCF member companies and partner governments, and ensure achievement of key commitments and outcomes set out in the Framework for Actions;
- Lead technical policy dialogue with cocoa producing and consuming governments, and inter-governmental organizations, on key environmental sustainability issues to support an effective and efficient enabling business environment for CFI implementation and climate smart cocoa production,
- Oversee development of collaborative external partnerships related to CFI, climate-smart cocoa, and environmental sustainability issues (including with industry, government, technical, donor, and civil society, and media stakeholders) to deepen WCF results and impact;
- Serve as lead expert on environmental sustainability to WCF Members and staff, and ensure delivery of the latest thinking, innovation, research, and science to accelerate environmental outcomes in CFI and WCF work;
- Foster external learning, knowledge sharing, and communications on environmental sustainability, to ensure that WCF members and stakeholders receive the highest quality support and knowledge they need;
- Build and sustain strong relationships with current and potential donors interested in providing support to CFI and WCF's environmental sustainability work, including leading on fundraising and resource mobilization, in collaboration with the WCF President;
- Ensure effective leadership of the WCF Environment Team, including delivery of annual budget and work program through cost-effective use of resources in compliance with internal controls and policies;



The Candidate

The ideal candidate will have a deep understanding of the issues surrounding environmental sustainability, particular with regard to the conservation and restoration of forests, in addition to experience managing complex partnerships.

Competencies & Areas of Expertise

- Deep substantive knowledge of investment and policy issues related to global environment, natural resource management, and sustainable agriculture issues (e.g., climate smart agriculture, sustainable food systems, sustainable land use, forest management, biodiversity, landscapes, and carbon finance).
- Significant experience working with the private sector, and the development and management of high-level public-private partnerships, including developing annual work plans and budgets, monitoring and reporting progress, and identifying and managing risks in partnerships.
- Track record of working effectively on policy dialogue on complex environmental and natural resource management issues with private sector and public sector partners.
- Strong familiarity with institutional frameworks, research and financial institutions, and multi-stakeholder and civil society organizations relevant to global environmental work.
- Demonstrated fundraising experience with multilateral and bilateral organizations, and foundations.

Essential Qualifications & Traits

- Minimum 15 years of full-time relevant professional experience in global environment, natural resource management, or forestry, agriculture and rural development issues, with significant experience in strategic leadership, program delivery, and private sector engagement.
- Advanced degree in relevant discipline preferred, including environmental sciences, forestry, agriculture, natural resource management, development economics, or related field (or 2 years of additional experience).
- Strong understanding of developing country context, with experience living and working in Africa preferred.
- Experience managing and mentoring staff and contributing to a leadership team in a matrixed organization; and collaborative spirit, with a strong commitment to teamwork with internal colleagues and external partners.
- Demonstrated ability to work effectively in a fast-paced office environment, including adaptability to rapidly changing priorities, and ability to manage multiple deadlines and deliver high quality work products.
- Outstanding oral and written communications skills. Fluency in English, with French as a strongly preferred additional language.
- A bias for precision, results, and continuous improvement.
- Resilience, conviction, and confidence balanced with flexibility, patience, and humility.
- A balance of strategic, diplomatic skill and the ability to plan for, and then navigate multiple, sometimes divergent contingencies.

Location

The location for this role could be in the US, UK or EU with a preference for the UK and EU and will require travel to the US, Ghana and Cote d'Ivoire, and eventually other geographies.



How to Express Interest

We appreciate all expressions of interest, referrals, or nominations for this role. A comprehensive CV along with a cover letter which sets out your motivation to take on such a role and encapsulates the aspects of your experience relevant to the required criteria would be appreciated.

To do so, or to arrange for a conversation in confidence, please contact:

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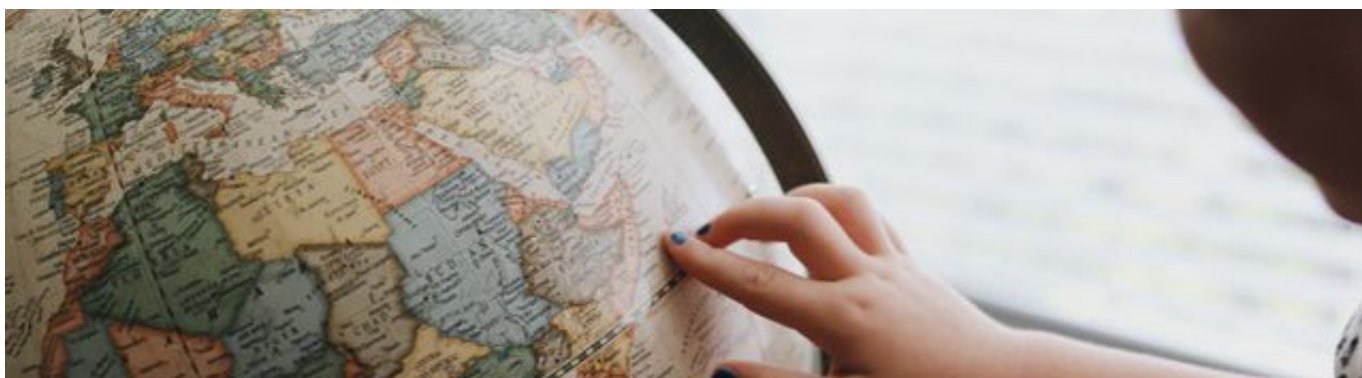
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Our reputation at the top of the executive search profession is over 50 years old. With offices in over 60 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity, and care, and are expert in finding exceptional individuals for challenging roles.





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