Appointment of
Managing Director
November 2021
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Dear candidate,

Tropenbos is looking for a new Managing Director. This position comes at an exciting time in our history. Forests – and the people who live in them and depend on them – provide unique opportunities to address some of the critical crises that face us: climate change and biodiversity loss. The recent commitment of global leaders at CoP 26 in Glasgow to halt deforestation by 2030 bears testimony to this opportunity.

Tropenbos, with its 35 years of experience and its wide network of partners, is uniquely placed to be part of those solutions: to respond to the global call while addressing local realities and the needs of forest dependent people across the countries where we work.

Our network is key in these efforts, and we have arrived at a nexus where we need to complete the transition from a Dutch programme to a truly global partnership of equal members that provides value locally on the ground as well as collectively on the international podium.

We are looking for you to provide this strong and inspirational leadership! In this brochure is our offer and our challenge. If you think you could bring the vision and skills to lead Tropenbos into this next phase, we are looking forward to hearing from you.

Yours sincerely

Edwin Huizing
Chair of the Board
Tropenbos International

Introduction

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Tropenbos International
Tropenbos International envisions a future in which forests and trees are used sustainably for the benefit of local people and the global community. By using evidence to make conscious choices and finding the right balance between the needs of all the stakeholders involved, we contribute to sustainable solutions for forested landscapes.

Tropenbos International (TBI) brings the knowledge together to address complex questions regarding sustainable management of forests and trees, organises interactions with all the stakeholders, and actively helps to create broad support.

We started in 1986 as a Dutch non-governmental non-profit organisation, in 2017 we became a network of independent member organisations. We work in more than ten countries in the south, through our network of six local members and collaborations with partners elsewhere. TBI in the Netherlands is the secretariat of this Tropenbos International Network.

Our mission is to improve the governance and management of tropical forests for the benefit of people, biodiversity, and sustainable development.

Our objective is to ensure that knowledge is used effectively in the formulation of appropriate policies and managing forests for conservation and sustainable development.
About us

Our unique value

• A focus on smallholders, indigenous peoples, local communities, and small and medium-sized entrepreneurs.
• A central role for knowledge and dialogue to support decision making about forests and trees.
• Long-standing relationships of trust with key actors in six focus countries.
• A network with members all over the forested tropics that connects national experiences with international policy debate.

Our strategic priorities

• **Sustainable Land Use**: Small- and large-scale landscape actors adopt production and management practices that maintain environmental integrity and contribute to sustainable development and climate goals.

• **Inclusive Governance**: Actors from all sectors engage in decision-making processes concerning tropical forested landscapes and the value chains originating in those landscapes.

• **Responsible Business and Finance**: Business models and investment schemes developed by private companies and financial institutions encourage the integration of smallholders in value chains, adherence to social and environmental standards, and the effective implementation of zero-deforestation commitments.
We support public, private, and civic actors to make informed decisions towards sustainable land use, inclusive governance, and responsible business and finance. This is based on a three-pronged strategy:

1. generating and sharing evidence-based information about natural resources policies and management and their impacts;
2. building individual and organisational capacity to use that information; and
3. facilitating multi-stakeholder dialogue and building coalitions concerning contentious natural resources issues.

To increase impact, TBI members engage and collaborate with decision-makers, researchers, and landscape stakeholders in partnerships and collective action. Typical outputs of TBI’s work are policy scenarios, options, and recommendations, tools and maps that can be used for decision-making, and new or improved governance arrangements that enable multi-stakeholder dialogue (e.g., in the form of multi-stakeholder platforms or networks).

Tropenbos International works through its network of six local members in Colombia, the Democratic Republic of Congo, Ghana, Indonesia, Suriname, and Vietnam, and collaborations with partners in Bolivia, Liberia, Uganda, Ethiopia, and the Phillipines.

In each country, TBI creates networks between researchers, policymakers, and practitioners, and between national and international partners. TBI works on themes that are relevant in a specific national context, and then draws out lessons that are relevant for international policy processes.

TBI, network members, and partners evaluate the impacts of international policies and approaches in national or sub-national settings, providing a feedback loop to inform global policy debates.

For more information about our programmes and the areas we work, please visit: [https://www.tropenbos.org/projects](https://www.tropenbos.org/projects) and [https://www.tropenbos.org/where_we_work](https://www.tropenbos.org/where_we_work).
The TBI Network

Since the beginning of 2017, TBI operates as a network of voluntarily cooperating, legally autonomous member organisations. The TBI network continues the activities of Tropenbos International, which was a unitary organisation with country offices in Indonesia, Vietnam, DR Congo, Ghana, Suriname, and Colombia, and with its headquarters in the Netherlands. All TBI network members share the same mission and commit themselves to collaboration in pursuit of common goals.

Each TBI network member is a foundation established according to local law and is governed by a local board. TBI Netherlands and the TBI network as a whole are governed by the General Board.

As a network, TBI operates based on a shared strategy, which offers opportunities for comparative approaches and cross-country learning about national-level policies and practices. In each of the main tropical forest regions (Southeast Asia, West and Central Africa, and South America) the TBI network has two members facilitating the engagement in regional programmes and initiatives. Beyond the countries, the TBI network is able to effectively engage in international partnerships to inform international dialogues, and to influence international decision-making processes.

For a list of our network members and their locations, please visit: https://www.tropenbos.org/network.
Financials

Tropenbos’ annual income has grown from around €4 million during 2016-2018 to currently almost €6 million. Network members have access to further national and international sources of funds.

The work of Tropenbos International is primarily funded by the Dutch Ministry of Foreign Affairs, as well as the Dutch National Postcode Lottery, CGIAR, and the Dutch Research Council.

Annual income TBI

in 1000s of euros

<table>
<thead>
<tr>
<th>Year</th>
<th>Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>3,571</td>
</tr>
<tr>
<td>2017</td>
<td>4,210</td>
</tr>
<tr>
<td>2018</td>
<td>3,999</td>
</tr>
<tr>
<td>2019</td>
<td>5,951</td>
</tr>
<tr>
<td>2020</td>
<td>5,898</td>
</tr>
</tbody>
</table>

The current portfolio consists of major projects on climate-smart landscapes, on strengthening local civil society organisations to lobby and advocate for forests, on developing innovative finance for climate action, and on bridging research with national-level policies and practices.
Being Managing Director at Tropenbos International is a demanding and yet highly rewarding role.

The Managing Director carries out a wide range of responsibilities from steering the strategy development, resource mobilisation, executing and monitoring the day-to-day operations of the organisation, to externally engaging and representing the organisation at international conferences and being Tropenbos’ principal spokesperson.

Chairing the management team and accountable to the Board of Tropenbos, the Managing Director also supports the Tropenbos International network of six independent country organisations in Vietnam, Indonesia, DR Congo, Ghana, Suriname, and Colombia. The Managing Director is responsible for the well-functioning of the organisation in the Netherlands and of the Network of independent country members, as a collective.
Key tasks and responsibilities

- Lead the organisation through participatory leadership, with a strong strategic and visionary outlook, working with staff, the Board, the network, and other stakeholders, to deliver measurable impact;

- Be the leading ambassador and spokesperson for Tropenbos International communicating our mission, impact, and brand through credible internal and external advocacy, networks, and engagement;

- Strengthening the financial position of organisation and network by diversifying funding streams;

- Lead, support and empower a skilled and technically strong team of 15-20 people;

- Cultivate and maintain effective working relationships with donors, partners, and other key stakeholders to promote and grow the Tropenbos international network to create impact and change;

- In liaison with the Board and management team, be responsible for the development and delivery of future strategic plans including programmatic approach and fundraising strategy;

- Engage with key leaders and organisations in the sector to sustain Tropenbos’ reputation as a trusted advisor, including sharing knowledge, evidence, practice, and intellectual input;

- Lead Tropenbos through its response to the climate crisis through innovative leadership, daring to transform organisations, networks, and consortia where needed;

- Build mutual appreciation, collaboration, and shared vision among the different international network members of the organisation;

- Unite people working towards a common goal, acting as a role model for collaboration and shared responsibilities.
This role requires a strong strategic focus and a track record of leadership, coupled with highly effective networking skills. The ideal candidate has a solid ability to motivate and inspire a multi-stakeholder group of members, funders, staff, and partners as well as citizens, foresters, private sector, and governments to promote the vision and mission of Tropenbos and contribute to the protection of forests and achieve social impact for its inhabitants.

The right candidate will be authentic and charismatic and comes with a diverse skillset. Tropenbos International is a small/medium-sized organisation and network and the director needs to be hands-on, with a co-creating mindset and ability to delegate and execute at the same time.
The successful candidate will demonstrate a majority of the following skills and experiences:

- Experience in managing and/or leading a mission-driven internationally operating organisation working in the development/environmental impact sector to attain social change and sustainability;
- Considerable leadership and management skills with the ability to inspire, motivate and empower staff and wider stakeholders;
- Proven track record of resource mobilisation for growth and experience of diversifying income streams. Experience with Dutch funding agencies would be an asset;
- Demonstrable skill in developing, evolving, and implementing vision and strategy and a proven ability to deliver results, preferably gained in a multi-stakeholder and international setting;
- A practical understanding of, and ability to lead in, cross-cultural and multilingual working environments;
- Excellent stakeholder management and the ability to build external relationships that deliver impact for an organisation;
- Strong and inspiring communication skills, in particular in advocacy and policy in various high-level and international debates;
- Ability to be an effective ambassador in a range of contexts, for the impact sought after by Tropenbos and its stakeholders;
- A relevant understanding of digital technology, with a vision of how to leverage this for the benefit of an organisation and its stakeholders;
- Experience in forestry, environmental sciences, or development economics, rooted in and connected to the global development movement;
- The ability to communicate effectively in English with donors and partners is essential and knowledge of French, Spanish or Dutch language would be an asset;
- Experience of living and working in the global South, specifically in and with tropical forest landscapes and communities will be advantageous.
Person specification

Strategy, vision & implementation

A clear vision and thorough knowledge of the impact areas and change sought by Tropenbos International. Translate vision to create and implement effective strategies, programmes, and interventions that will deliver value and social impact.

Financial health and growth

Understand and continually assesses the financial position of Tropenbos. Mobilises and diversifies funding for Tropenbos International and its network partners and steer its financial performance in order to ensure growth and financial sustainability.

Governance

Steers Tropenbos International as a network and hence respects the independency of its members. Supports simultaneously the Board of Tropenbos International and the chair of the Tropenbos network consultative committee towards achieving its objectives while operating effectively, responsibly, legally, and sustainably.

Leadership

Strong leadership skills to solve problems, cope with crises and change, and inspire others to follow in pursuit of Tropenbos values and goals.

Influencing

Building good networks and relationships within and beyond Tropenbos, to gain influence, have impact, and progress organisational goals.
To apply and download the appointment details, please visit https://candidates.perrettlaver.com/vacancies quoting reference 5429. Please submit a CV and supporting letter. The deadline for applications is at 9 am CET on 3rd January 2022.

Applications will be considered by the selection committee begin January. Longlisted candidates will be invited to interview with Perrett Laver mid January. Subsequent interviews will take place in February.

The role will be based in Ede, Netherlands, with international travel. The salary will be commensurate with the seniority of the appointment.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

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