



Bonsucro CEO

The Organisation

Bonsucro is an organisation that believes in the power of sugarcane. In fact, we think it can play a valuable role in solving many of the 21st century's problems. Our vision is a sugarcane sector with thriving, sustainable producer communities and resilient, assured supply chains. Our mission is to ensure that responsible sugarcane production creates lasting value for the people, communities, businesses, economies and eco-systems in all cane-growing origins.

Bonsucro was founded in 2006 by WWF and other key stakeholders in the sugar sector, and has grown substantially, particularly in the last couple of years. The organisation currently has 23 staff based across the globe, with a headquarters in London, and over 480 members representing all areas of the supply chain - ranging from global corporations, large milling companies to small scale sugarcane farmers.

Who are we looking for?

The CEO will be responsible for providing responsive leadership to the organisation and the membership of Bonsucro as well as the wider Sugarcane industry, to improve and foster the sustainability of the sector. He/She will implement Bonsucro's strategy of becoming the change platform for the sugarcane sector, while continuing to provide an effective certification scheme.

The successful candidate will be able to use his/her excellent interpersonal skills and inter-cultural sensitivity to effectively lead Bonsucro's staff team to successfully deliver the implementation of the strategic plan. He/she will also engage key stakeholders in order to motivate impactful change throughout the supply chain. With strong financial management experience and an eye for developing income opportunities, this person will ensure a financially sustainable organisation.

The new CEO will have the ability to take the existing vision for the organisation and its membership and deliver it through a highly motivated and committed staff team. He/She must be able to demonstrate strong natural leadership, and an ability to communicate effectively, fostering accountability and a strong team ethic. On top of being an experienced organisational and people manager, this position requires the confidence to engage in high profile representation, strong negotiation skills to achieve the best possible outcome of any engagement for the organisation, and a good level of knowledge of supply and value chains in sugar cane (or a comparable agricultural commodity).

The CEO will report directly to Bonsucro's Board of Directors.

Main responsibilities

Organisational Leadership & Vision

- Successfully implement and promote Bonsucro's strategic aims



- Effectively work with and line manage Bonsucro's senior team and actively encourage accountability and drive high levels of performance
- Provide effective leadership to all staff
- Build and maintain strong relations with members and other stakeholders
- Develop and manage relevant key stakeholder relationships, always ensuring required objectivity and managing inherent politics sensitively
- Act as spokesperson for Bonsucro, fulfilling public speaking duties and representation of the organisation at relevant events to build the organisation's profile

Financial Management

- Embed the organisation's financial sustainability by identifying and growing a variety of income streams
- Ensure all financial policies and processes are developed to ascertain financial stability, transparency and accountability
- Oversee preparation of annual budgets and all related processes

Organisational Management

- Ensure programmatic excellence, rigorous programme evaluation, consistent quality of finance and administrative processes, systems and resources as well as fundraising practices, communication activities
- Identify and communicate priorities for delivery
- Develop organisation delivery plans
- Build a supportive and enabling environment for Bonsucro staff to develop and reach their full potential
- Develop a strong and cohesive management team with clear responsibilities

Governance

- Build transparent and trusting relationship with the Board, Members' Council and other governance related bodies and support them in their respective governance responsibilities
- Provide regular reports to the Board and Members' Council on all main programmatic areas as well as financial accounts

Programme delivery and implementation

- Oversee and guide the delivery of Bonsucro's programmes
- Ensure that programmatic delivery is built on appropriate resources and clear strategic aims

Person Specification

Essential Qualifications, Knowledge & Experience and Skills

- **Accomplished leader with substantial experience in developing and managing high performing teams**
- **Excellent people and performance management skills**

- Track record of identifying and delivering strategic priorities and communicating clearly about organisational direction
- Proven collaborative decision-making ability, and effectively involving others
- Outstanding public speaking and stakeholder engagement skills
- Demonstrable experience in building relationships and networks with a wide range of stakeholder in different cultural settings, including businesses, government and NGOs
- Excellent written and spoken English

Additionally desirable

- Professional experience in sustainability and, ideally, the sugar cane value chain
- Substantial familiarity with certification
- Experience in membership organisations, with proven track record of membership management and growth
- Experience creating a variety of income streams and/or fundraising from international donors and foundations
- Understanding of the current issues and discussions pertaining to sustainability standards
- Good written and spoken other major languages

Other Information

- Salary: negotiable in the region of GBP 95k p.a. plus additional benefits
- Location: London; preferably candidates will have the right to live and work in the UK. For exceptional candidates, Bonsucro may be in a position to provide a certificate of sponsorship to attain the relevant visa documents
- How to apply: To apply for this role, please submit your CV along with a letter explaining how you fit the job profile. Please also make special mention of any existing affiliation with Bonsucro or any of its members. Submissions should be sent to ceorecruitment@bonsucro.com. The deadline for all applications is **13 November 2017**.