



1. IDENTIFICATION

Position Title:	FSC Africa Regional Director
Reports To:	FSC International Network Director
Interfaces with:	FSC International Center ASI – Accreditation Services International FSC Global Development FSC National Initiatives External key contacts (e.g. government officials, corporate sector, NGOs, certification bodies, media etc)

2. POSITION DESCRIPTION

The position of FSC Africa Regional Director leads all activities of the FSC Africa Regional Office. He/she will supervise directly and/or indirectly all business affairs and all staff of FSC Africa Regional Office and report directly to the FSC International Network Director.

The FSC Africa Regional Director is responsible for the management, administration and operations of the FSC Africa Regional Office as described below:

- Serve as FSC's official representative for the African continent;
- Management of all matters related to the FSC representation in its Africa Regional Office, including development of annual work plan and budget, operational management, formal records and legal and financial affairs;
- Lead the implementation of the FSC Africa Regional Strategy and its periodic update;
- Engage in forest related policy development processes in the region, in particular with regard to issues such as land tenure, FLEGT, indigenous peoples' rights, etc.;
- Liaise with international organizations and processes active in the region such as COMIFAC, CBFP, GTZ, KFW, and NGOs such as WWF, IUCN and Greenpeace, etc., representing FSC's interests;
- Engage with government representatives on forest related matters;
- Support the development of National Initiatives in the region, according to the FSC Africa Regional Strategy;



- Lead the organization of the regional annual meeting of FSC National Initiatives in Africa and other FSC related events in the region;
- Assist the development of National Initiatives in strategic countries in the region;
- Develop proposals for fundraising in coordination with FSC's Development Manager;
- Participate in strategic and operational planning process of the FSC Group, providing feedback on FSC's development in Africa;

3. QUALIFICATIONS AND EXPERIENCE

The successful candidate possesses senior management experience and is able to demonstrate the following key competencies:

- Education and Training – The candidate successfully completed a university degree in a relevant field and brings to this position more than 10 years of professional experience and demonstrated track record in the coordination of international networks, advocacy and organizational development. The successful candidate performs his/her work in English and French, and knowledge of other languages is desirable. He/She has proven their professional strategic and technical abilities and leadership skills in conducting complex multi-cultural and multi-stakeholder processes of institutional development.
- Personal Authority – The FSC Africa Director is required to provide guidance on day-to-day matters to FSC National Initiatives in Africa. The successful candidate is expected to grasp the strategic direction set down for FSC by the Board of Directors and the Director General with sufficient confidence to provide authoritative and reliable advice to the FSC Network for which it will be responsible.
- Team Membership Skills – The successful candidate works well as a member of a multi-cultural, inter-disciplinary, multi-lingual, global team while providing integration in critical areas of development.
- Exceptional Interpersonal Communication Skills – The successful candidate communicates well and convincingly in teams and in writing. She/he has active-listening skills, and is able to facilitate interactive discussions and maintaining positive interpersonal relations.
- Accept a diverse Range of Technical Responsibilities – The successful candidate is able to deal with ambiguity, shift focus quickly and synthesize and harmonize apparent contradictions in organizational, managerial, and technical demands.



- Ability to relate to the FSC's Values and Approach – The successful candidate identifies with the values and mission of the FSC, relates to the principle mechanisms of the organization and is at a general level familiar with the scope of FSC's programs of standard setting, accreditation, trademark management, political dialogue and networking.

References of present and past colleagues may be requested at anytime during the application process.

4. WORKING CONDITIONS:

- The position is based in Yaoundé, Cameroun
- Two year contract
- 30 days holiday per year
- The job will require international travel (estimated at 30%)
- FSC is an equal opportunity employer and does not discriminate nationality, ethnicity or religion

How to apply:

All applications, a full CV/resume and a covering motivation letter should be sent to Mrs. Guille Garza via e-mail recruitment@fsc.org or via post to FSC International Centre, Charles-de-Gaulle-Strasse 5, 53113 Bonn, Germany, including the following reference or subject: "**FSC Africa Regional Director 2010**". Further information is available by visiting the FSC web site www.fsc.org

The position will remain open until filled.

Only short-listed candidates will be contacted.

ABOUT FSC

FSC is an independent, non-governmental, not for profit organization established to promote the responsible management of the world's forests. It provides standard setting, trademark assurance and accreditation services for companies and organizations interested in responsible forestry. Products carrying the FSC label are independently certified to assure consumers that they come from forests that are managed to meet the social, economic and ecological needs of present and future generations.