

MILLAR CAMERON

**Regional Director,
Latin America**
*The Forest Stewardship
Council (FSC)*



About *The Forest Stewardship Council (FSC)*

The Forest Stewardship Council (FSC) is an international non-profit organization dedicated to promoting responsible forest management through certification. Established in 1993, FSC advances sustainable forestry that is environmentally appropriate, socially beneficial, and economically viable. With a presence in over 160 million hectares of certified forests worldwide, FSC addresses critical global challenges such as illegal logging, deforestation, and climate change while supporting biodiversity, economic development, and social empowerment. Its rigorous certification system, including a strict chain of custody, ensures that forests are managed sustainably, protecting ecosystems and livelihoods while meeting the growing demand for responsibly sourced timber and forest products.

For more information on FSC, visit www.ic.fsc.org



Mission and Commitment

FSC is globally recognized for its trusted sustainable forestry standards and the iconic FSC® certification mark, found on millions of products. The organization works to safeguard forests and the communities that depend on them by protecting wildlife, Indigenous Peoples' rights, and forest workers' welfare. To fulfil this mission, FSC is committed to attracting and retaining top talent – professionals who design policies and standards, implement them on the ground, and support the organization's operational backbone. By fostering a collaborative and diverse work environment, FSC ensures it has the expertise needed to drive positive change for forests, people, and the planet.



Position Summary

FSC is seeking an exceptional senior leader to serve as Regional Director, Latin America – a pivotal role connecting global forest stewardship strategy with on-the-ground impact across one of the world's most vital regions.

About the Role

As Regional Director, you will be FSC's primary representative for Latin America, bridging FSC International with a diverse network of partners, members, governments, donors, and strategic allies across the region. This is a relationship-centered leadership position that requires the ability to build trust, forge alliances, and lead through influence in a highly decentralized environment. You will translate FSC's global strategy into regionally relevant action, strengthen FSC's market presence and impact, and ensure Latin American perspectives shape international decision-making.

The Challenge

This role demands nuanced leadership. You'll navigate diverse stakeholder perspectives, balance competing priorities, and build consensus across an engaged and influential membership base. Success requires exceptional emotional intelligence, diplomatic skill, and the credibility to represent both regional interests globally and global direction regionally.

What We're Looking For

We seek a highly credible leader with proven ability to:

- Build and sustain strategic relationships across complex, multi-stakeholder environments
- Lead through influence and collaboration rather than hierarchical authority
- Navigate cultural, political, and organizational complexity with sensitivity and skill
- Represent diverse perspectives while advancing shared goals

This is an externally focused role suited to a senior professional who thrives at the intersection of strategy, diplomacy, and impact.

Dimensions of the Role

The Regional Director will be responsible for:

Strategic Leadership & Direction

The Regional Director sets direction and maintains focus on FSC's strategic priorities in Latin America, in close collaboration with regional teams, FSC Network Partners, FSC International leadership, and other FSC Regional Directors.

- Set direction and keep focus on priorities for FSC in Latin America, in close collaboration with FSC staff in the region, FSC's Network Partners, key staff in FSC international and other FSC Regional teams, and in close sync with FSC International's global objectives.
- Identify key partners for FSC in Latin America that can drastically scale the reach and impact of FSC in the 3–5-year time frame. Formalize these partnerships into long-term commitments backed by a specific set of common goals.
- Work closely with key internal leads, such as Ecosystem Services and FSC Investments and Partnerships, to ensure Latin America benefits from these efforts and actively contributes to the continued development and success of these work areas in FSC.
- Represent FSC at relevant events and assure a visible, positive, and inspiring public profile of FSC in communication efforts across the continent.

Network and Stakeholder Leadership

The Regional Director plays a central role in leading FSC Latin America through its Network Partner model, where implementation authority sits largely with independent entities governed by local boards.

- Strengthen the performance, strategic alignment, and accountability of FSC Network Partners across Latin America.
- Build constructive, trust-based relationships with Network Partner Boards, members, and senior leadership.
- Foster alignment across a highly autonomous, member-driven system without imposing authority.
- Navigate political dynamics, territorial sensitivities, and informal influence structures with diplomacy and resilience.
- Serve as a unifying force across Network Partners and stakeholders, reinforcing the principle of “One FSC” while respecting regional autonomy.
- Act as a credible bridge between FSC International, Network Partners, and other key regional stakeholders.

Dimensions of the Role *continued*

Operational & People Management

The Regional Director provides operational leadership and oversight for FSC Latin America within a complex, network-based delivery model.

- Strengthen collaboration and performance across regional teams, ensuring clear roles, objectives, and accountability.
- Serve as a two-way conduit between the region and FSC International, ensuring:
 - Bottom-up innovation and regional insights inform FSC International policy and product development.
 - FSC International priorities and change initiatives are communicated credibly and effectively to the region.
- Support recruitment, onboarding, and effective integration of key regional staff.
- Oversee the development and execution of regional business plans, work plans, and budgets.
- Ensure compliance with FSC International policies and processes (procurement, HR, legal).
- Ensure timely, accurate, and high-quality monitoring, reporting, and performance management.
- Participate actively in FSC International leadership meetings, bringing forward operational realities and key regional issues.

Market Development and Partnerships

The Regional Director strengthens FSC's market relevance and commercial impact in Latin America.

- Sharpen FSC's value proposition to corporate and commercial stakeholders in the forest sector.
- Oversee uptake of FSC certification among key private-sector actors capable of scaling demand, brand visibility, and consumer awareness.
- Identify key market barriers for (potential and existing) FSC certificate holders that can be addressed with policymakers.

Capacity Development and Fundraising

The Regional Director provides leadership to strengthen FSC Latin America's financial sustainability and organizational capacity.

- Work toward increased financial independence from FSC International, covering current and projected operational costs (approximately USD 1 million).
- Secure strategic investment (financial and/or in-kind) to enable FSC Latin America to scale its reach and impact over a 2–3-year horizon.
- Support the development and positioning of FSC products and services (e.g., Ecosystem Services, smallholder certification, non-timber forest products) where business cases are still emerging.

Dimensions of the Role *continued*

- Identify internal and external capacity gaps and structural constraints that could impede the achievement of regional objectives.

Government and Multilateral Engagement

The Regional Director leads FSC's engagement with government and multilateral stakeholders across Latin America.

- Conduct targeted outreach to governmental institutions with the result of governmental organizations' interest in, recognition of, and/or adaptation of FSC policies in forest management and/or procurement and trade of FSC certified forest products.
- Promote FSC's work in the region with appropriate officials of international organizations working in forestry and agroforestry, with the objective of recognition and support for FSC certification and its impact.



Skills and experience

FSC is seeking a senior, highly respected leader with deep experience in Latin America and a strong reputation across complex, multi-stakeholder environments with the following:

Essential Experience

- Significant senior leadership experience (15–20+ years) within complex, multi-country or multi-stakeholder contexts.
- Demonstrated ability to lead through influence, persuasion, and trust rather than formal authority.
- Proven experience working across Latin America, with strong cultural fluency and regional credibility.
- Track record of strategic leadership, operational oversight, and people management at a senior level.
- Experience engaging a broad range of stakeholders, including governments, donors, civil society, and private sector stakeholders.
- Ability to operate effectively in politically sensitive, member-driven, and highly consultative environments.

Desirable Experience

- Exposure to international NGOs, development programs, certification systems, or sustainability-focused organizations.
- Experience in fundraising, partnership development, or alliance-building.
- Understanding of market development and commercialization within emerging markets.
- Forestry, natural resource management, or environmental sector experience is advantageous but not essential.



Skills and experience continued

Language Requirements

- Fluency in Spanish and English is essential.
- Portuguese is strongly preferred.

Leadership Style, Specifications & Personable Attributes

The successful candidate will be recognised for their maturity, credibility, and emotional intelligence, and will demonstrate the following qualities, aligned with FSC's leadership expectations:

- High emotional intelligence and self-awareness, with the ability to read complex political, cultural, and interpersonal dynamics and respond with nuance.
- Cultural adaptability, able to operate effectively across diverse countries, perspectives, and worldviews while maintaining coherence and direction.
- Intrinsic authority, earned through experience, integrity, and professional reputation rather than positional power.
- Persuasive and diplomatic, capable of getting things done even when not the formal decision-maker.
- Politically astute and resilient, able to manage criticism, lobbying, and dissent with firmness and empathy.
- Team-oriented leader, who supports, empowers, and creates clarity and unity across diverse teams and Network Partners.
- Unbiased, open to different perspectives, sectors, and stakeholder interests, and able to build common ground.
- Pragmatic and resourceful, with a positive, opportunity-oriented mindset and the ability to move from dialogue to delivery.
- Decisive and transparent, able to provide direction, make informed decisions based on multiple perspectives, and communicate them clearly.
- Purpose-driven, with a deep commitment to FSC's mission and values, and the confidence to explain, uphold, and defend them when challenged.



Additional information

Location:

Latin America (Colombia, Mexico, Or Panama, other locations will be also considered)

Travel:

Flexibility to travel regularly

Reporting to:

Reporting to the Global Network Director, with a dotted line to the Chief Program Officer

Reporting Lines:

- 6 direct reports (Country directors Mexico and Colombia, Regional team members) of about 12 total FSC International field staff based in the region
- 5 dotted line functions (Ecosystem Services, Policy and Performance, FM Growth, Membership)

Indirect team: 8 FSC Network Partner organizations (Chile, Argentina, Brazil, Peru, Ecuador, Bolivia, Guatemala, Honduras)

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How to apply

Please send your CV and contact details to Marta Koczorowska or Silvia Tikani who will contact you to discuss your application in more detail.



Contact: Marta Koczorowska

Email: marta@millarcameron.com

Phone: +44 2038 000 218

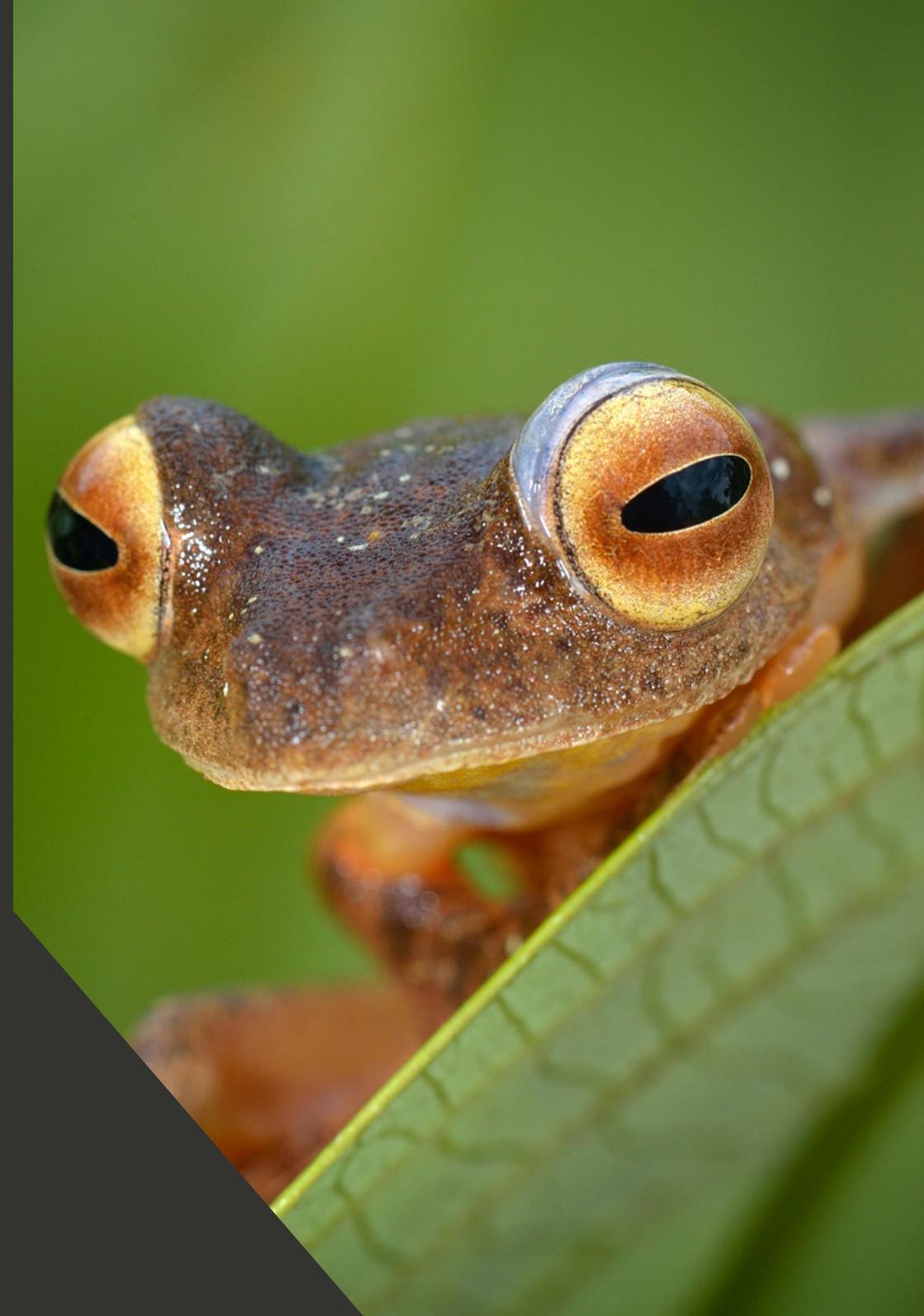


Contact: Silvia Tikani

Email: silvia.tikani@millarcameron.com

Phone: +254 20 5038446

We appreciate all applications; however, only shortlisted candidates will be contacted. Thank you for your understanding.



Who are Millar Cameron?

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.



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PEOPLE . PASSION . PERSISTENCE

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