

MILLAR CAMERON

Forest Management
Programme Manager
Forest Stewardship Council

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About *Forest Stewardship Council*

The Forest Stewardship Council® (FSC®) is a global, not-for-profit organization dedicated to promoting responsible forest management worldwide.

FSC sets standards for forest products, certifies and labels them as eco-friendly, and works with stakeholders across the globe to ensure sustainable forestry practices.





About the role

The Forest Management Program Manager role is a cornerstone of FSC's global mission. This position leads the development of FSC's international requirements for sustainable forest management – standards that are implemented worldwide and define what responsible forestry looks like in practice. Often described as the “nucleus” of the organization, the role carries significant responsibility.

We are looking for someone with deep commitment, resilience, and the ability to navigate complexity with clarity and purpose. This is not a role for someone seeking routine – it demands dedication, diplomacy, and the ability to communicate nuanced, technical topics in a way that is accessible and actionable.

You will lead a team of experienced professionals, guide policy development, and ensure quality and consistency across FSC's global framework. While the work is shaped by stakeholder input and organizational protocols, it is highly impactful. You will be working within a multicultural environment where cultural sensitivity and collaborative spirit are key. For those driven by purpose and ready to take on a central role in shaping the future of sustainable forest management, this is a rare and meaningful opportunity.

Dimensions of the role

Team Leadership and Development:

Manage a team of experienced managers within the Forest Management Programme. Inspire, coach, and support the team to foster a high-performing, inclusive, and collaborative work environment. Apply FSC's Leadership Principles to nurture a sense of belonging and purpose.

Policy Development and Quality Assurance:

Lead the ongoing revision and implementation of FSC's core standards, including the Principles & Criteria and International Generic Indicators. Ensure clarity, consistency, and accessibility of policies, and oversee quality assurance of policy clarifications and interpretations.

Strategic Programme Oversight:

Oversee the operational and strategic planning of the Forest Management Programme, ensuring alignment with FSC's global objectives. Develop and implement outcome-oriented work plans and manage annual budgets effectively.

Communication:

Supervise the development of related communications, guidance, and training materials for certificate holders, certification bodies, as well as for the relevant stakeholders.

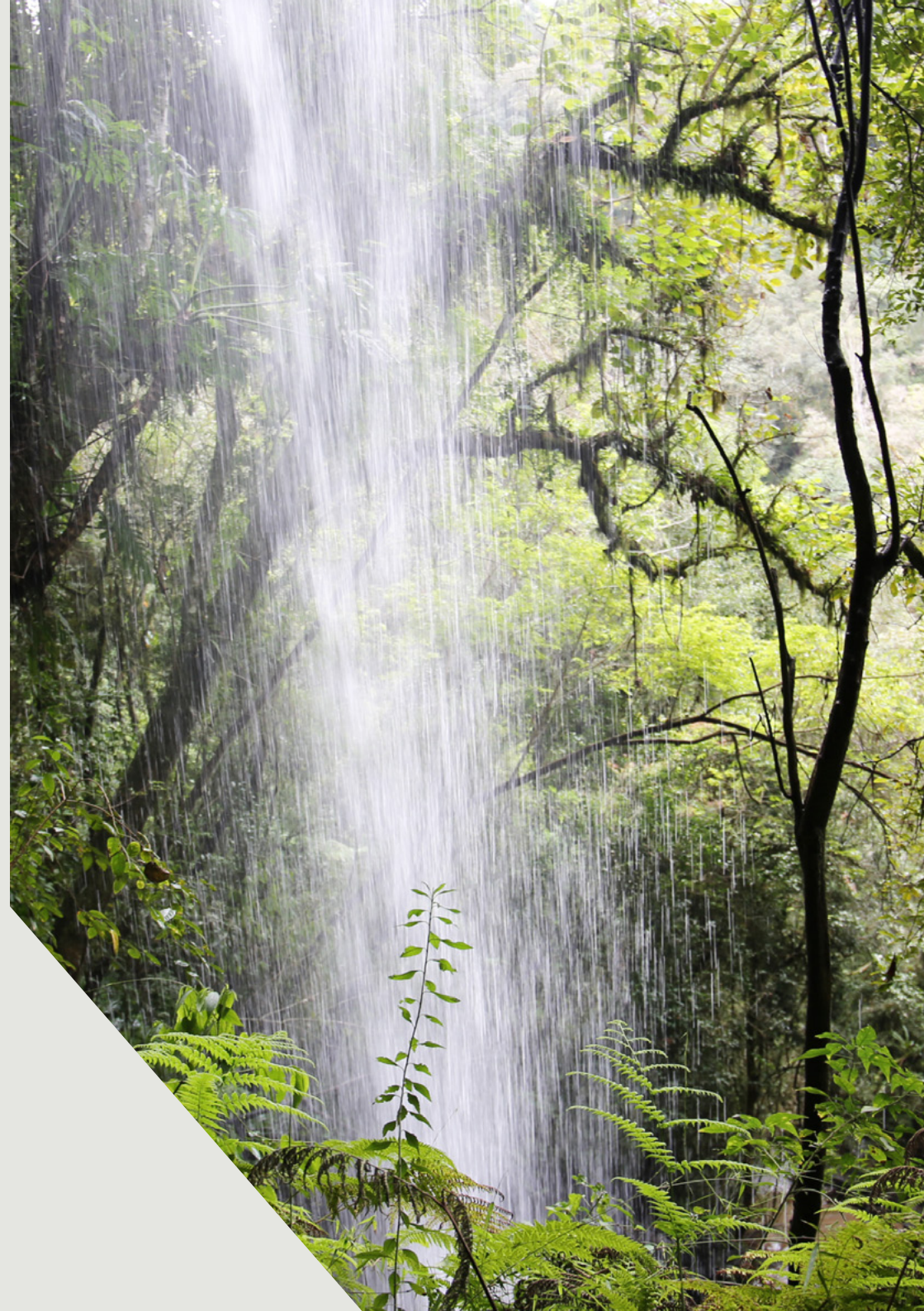
Monitoring and Reporting:

Maintain robust reporting systems to track progress, provide timely updates to leadership, and ensure transparency and accountability in programme delivery.



Skills and experience

- MSc in Forest Management or related field (PhD is a strong asset)
- Minimum 5 years in forest management, certification, or program leadership
- Proven experience in forestry or related natural resource sectors
- Prior experience working in the standard/ certification schemes or bodies
- Proven leadership and team management experience
- Strong policy writing and document evaluation skills
- Excellent communication and stakeholder management
- Fluency in English; Spanish/French is a plus



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Additional *information*

Reporting to:

Head of Policy Solutions

Direct reports:

5-10

Location:

Bonn, Germany

Start Date:

ASAP

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How to apply

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



Contact: Marta Koczorowska

Email: marta@millarcameron.com

Phone: +44 2038 000 218



Contact: Diana Mwai

Email: diana.mwai@millarcameron.com

Phone: +254 20 5038442



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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