

MILLAR CAMERON




*National Representative: Romania
Forest Stewardship Council (FSC)*

About

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.



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Mission and Commitment *Forest Stewardship Council*

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 fulfill this mission, FSC is committed to attracting and retaining top 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 changes for forests, people, and the planet.

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



The Scope

Millar Cameron, in partnership with the Forest Stewardship Council (FSC), is seeking a National Representative: Romania.

This pivotal role focuses on strengthening FSC's presence and credibility in a forestry-driven country where most forest land is state-owned.

Reporting to FSC's regional leadership, the National Representative: Romania will lead and grow the Romanian team, build and manage relationships across public and private sectors, drive expansion of FSC's forest management certification while maintaining system integrity, and represent FSC's interests nationally in alignment with global goals.

The ideal candidate is a strategic, adaptable leader with a deep understanding of the local political and regulatory environment. They will be skilled in managing a small team, fostering trusted stakeholder relationships, and engaging government entities effectively to advance FSC's mission. The successful candidate will also cultivate an inclusive, collaborative team culture while delivering strategic engagement and operational excellence on the ground.



Dimensions of the role:

Strategic Leadership and Management

- Develop and regularly update FSC Romania's national strategy in alignment with the FSC Global Strategy and European regional priorities.
- Design and implement a national operational plan, outlining required resources, team structure, timelines, and performance metrics to support long-term goals.
- Lead a small, high-performing team – including the Market Development Coordinator and external service providers as needed – ensuring clear roles, measurable deliverables, and a strong accountability culture.
- Set clear objectives and professional development plans for team members; conduct regular performance check-ins to support accountability and growth.
- Oversee team performance, resource allocation, budget planning, and monitoring of implementation progress; provide regular coaching and feedback to support staff development.
- Actively contribute to the FSC operations network by collaborating with the regional team and fellow country leads to share best practices, identify strategic opportunities, and remove operational barriers.
- Coordinate and localize the implementation of FSC's global policies and frameworks within the Romanian context.
- Identify and pursue relevant funding opportunities, including external sources and FSC's internal strategic investment process; ensure effective project proposal development and implementation oversight.
- Support the achievement of an annual 5% increase in certified forest area and Chain of Custody (CoC) certifications.

Strategic Leadership and Management

- Lead the stakeholder consultation and planning process for reviewing the National Forest Stewardship Standard (NFSS), including a formal assessment of revision needs, in line with FSC procedures.
- Oversee the development and execution of the Controlled Wood National Risk Assessment in accordance with FSC standards.
- Develop and implement a national engagement strategy to support industry compliance with the EU Deforestation Regulation (EUDR), including outreach and guidance for stakeholders.
- Manage dispute resolution processes in coordination with FSC's System Integrity Unit, handling complaints and mediation related to certification within Romania.

Dimensions of the role:

Government Relations and Policy Engagement

- Serve as FSC's primary liaison with national government entities, forestry agencies, and regulatory institutions to promote responsible forestry practices and policy alignment.
- Support integration of FSC principles and tools into national forest governance discussions and relevant legal frameworks.

Key Account and Stakeholder Engagement

- Foster relationships with government and corporate actors to promote forest certification of public and private lands and advocate for sustainable procurement practices.
- Facilitate formal engagements annually with forest governance stakeholders and provide input to relevant policy consultations.
- Maintain and deepen trust-based relationships with key industry players in Romania (e.g., IKEA, Kronospan) to enhance FSC's credibility and adoption.
- Support major companies in aligning their sourcing strategies with FSC certification requirements and EUDR compliance efforts.
- Collaborate with the FSC Europe Membership Development Manager to grow and service the international FSC membership portfolio in Romania, including recruiting new members.
- Maintain active engagement with priority companies to advance certification uptake and regulatory compliance.

Communication and Representation

- Represent FSC Romania at national and international forums, conferences, and stakeholder events, serving as a credible and influential spokesperson.
- Develop and maintain strong relationships with a diverse range of stakeholders, including policymakers, industry bodies, and forest owner associations.
- Ensure national communications are aligned with FSC's regional and global messaging strategies, including during crisis situations.





Additional *information*

Title: National Representative: Romania

Reporting: European Regional Director

Location: Romania

Start Date: As soon as possible

Key external stakeholders include:

- **Romanian Government Authorities
(e.g., Ministry of Environment, Forestry Departments)**
- **Environmental NGOs and Conservation Groups**
- **Private Sector and Industry Associations**

Skills and experience:

The ideal candidate will possess, but is not limited to:

- Bachelor's degree in a relevant field; a master's degree is an asset.
- Minimum 8 years of professional experience, with at least 3 years in leadership or managerial roles.
- Proven experience in developing and implementing national or country-level strategies, aligned with broader organizational goals.
- Demonstrated ability to oversee operations, manage budgets, and coordinate performance-based workplans.
- Experience identifying and pursuing funding opportunities, including proposal writing and project implementation.
- Strong record of team leadership, performance management, and staff development, including coaching and mentoring.
- Proven experience in budget management, resource planning, and financial oversight aligned with strategic goals.
- Strong diplomatic and negotiation skills; able to build trust and influence across government, industry, and civil society.
- Experience in policy engagement, multi-stakeholder dialogue, and managing key accounts (e.g., corporates or government agencies).
- Understanding service-based or mission-driven business models is advantageous
- Familiarity with sustainability or certification systems (e.g., FSC, ISO, Fairtrade) is highly desirable.
- Knowledge of forest governance, regulatory compliance (e.g., EU De-forestation Regulation), and national risk assessments is advantageous.
- Excellent verbal and written communication skills; able to communicate clearly and persuasively with diverse audiences.
- Demonstrated cross-cultural sensitivity and empathy; experience working in multicultural, multilingual, global teams.
- Fluency in Romanian and strong proficiency in English (written and spoken).
- Willingness to travel nationally and internationally as needed.

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The National Representative: Romania will serve as a trusted business partner, expected to make and clearly communicate difficult decisions, when necessary, while fostering an environment that drives performance and alignment across the broader organization. Critical leadership qualities for this role include:

- **Empathetic and Culturally Aware:** Demonstrates cultural empathy by reflecting on how cultural influences shape thoughts and behaviors. Builds effective cross-cultural relationships and adapts to diverse perspectives. Inspired by the Ubuntu philosophy: “A person is a person through other people.”
- **Accountable and Purpose-Driven:** Upholds integrity by following through on commitments with honesty and transparency. Takes responsibility for both successes and failures, with a willingness to learn and grow. Deeply aligned with FSC’s mission to promote responsible forest management and sustainability, and ensures these values are embedded throughout the organization.
- **Collaborative and Inclusive Leader:** Fosters teamwork by creating a positive, inclusive, and high-performing work environment. Values diverse input, encourages collaboration across functions, and works constructively with peers, team members, and stakeholders including the Joint Works Council.
- **Strategic and Results-Oriented:** Provides clear strategic direction aligned with FSC’s long-term goals. Focuses on achieving measurable outcomes while granting autonomy and support to direct reports. Sets performance expectations, monitors progress, and adjusts course as needed.
- **Effective Communicator:** Clearly conveys policies, strategies, and challenging decisions with clarity and diplomacy. Communicates effectively both verbally and in writing to ensure alignment and understanding across all levels of the organization.



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How to apply:

Please send your CV and contact details to Ruqayah who will contact you to discuss your application in more detail.



Contact: Marta Koczorowska

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Contact: Ruqayah Fazle

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Contact: Diana Mwaie

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M I L L A R C A M E R O N

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

Oxford

London

Nairobi

Cape Town