


MILLAR CAMERON

FSC INDIGENOUS FOUNDATION,
DEPUTY DIRECTOR
*INDIGENOUS PEOPLES ALLIANCE
FOR RIGHTS AND DEVELOPMENT
(IPARD)*

DEPUTY DIRECTOR AND REGIONAL & COUNTRY PROGRAMS MANAGER
FSC INDIGENOUS FOUNDATION

IN 2019, THE FOREST STEWARDSHIP COUNCIL (FSC) ESTABLISHED THE FSC INDIGENOUS FOUNDATION (FSC IF) AS THE OPERATIONAL OFFICE FOR THE PERMANENT INDIGENOUS PEOPLES COMMITTEE (PIPC). FSC IF IS A PRIVATE INTEREST FOUNDATION PURSUANT TO LAW NO. 25 OF JUNE 12, 1995 OF THE REPUBLIC OF PANAMA. THE MISSION OF THE FSC IF IS TO UNLOCK THE ENABLING ENVIRONMENT TO SECURE INDIGENOUS PEOPLES RIGHTS, AND PROMOTE SUSTAINABLE FOREST-BASED SOLUTIONS WITHIN 300 MILLION HECTARES OF INDIGENOUS FORESTS ON THE PLANET. THE VISION IS THAT THE GLOBAL VALUES OF INDIGENOUS PEOPLES, THEIR RIGHTS, LIVELIHOODS, ECOSYSTEM SERVICES, NATURAL CAPITAL, AND TERRITORIES ARE RECOGNIZED AND INCORPORATED INTO FOREST GOVERNANCE, CLIMATE CHANGE GOVERNANCE, AND MARKET SYSTEMS.



A photograph of two young children, a boy and a girl, running towards the camera on a dirt path. The boy is on the right, wearing a yellow t-shirt and patterned shorts, and the girl is on the left, wearing a red t-shirt and patterned shorts. They are both smiling and holding hands. The background shows a dirt path leading into a wooded area with trees and bushes.

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FSC INDIGENOUS FOUNDATION

ABOUT *FSC INDIGENOUS FOUNDATION*

Indigenous Peoples' Alliance for Rights and Development

FSC IF is the implementing partner of the USAID and FSC funded five-year Global Development Alliance Program: Indigenous Peoples Alliance for Rights and Development (IPARD). IPARD is guided by three development objectives:

- Objective 1: To organize and convene a Capacity Development Program for Indigenous Peoples' organizations and stakeholders;
- Objective 2: To foster an enabling environment for Indigenous Peoples' recognition, effective participation, and joint decision-making in matters affecting them, and;
- Objective 3: To promote Indigenous Peoples' sustainable development based on sustainable economic models.

IPARD utilizes on three interconnected approaches to support Indigenous Peoples to overcome their development challenges:

- A. Multi-Sectoral Approach (MSA): Under the strategic guidance of the IPARD Steering Committee (SC), IPARD convenes and leverages expertise from multi-sectoral. This approach ensures that IPARD considers the needs of Indigenous communities across a wide array of sectors. Based on the MSA, IPARD will bring diverse technical partners to support cross-sectoral projects that will achieve IPARD's development objectives.
- B. Country-Focused Approach (CFA): the IPARD's programmatic strategy is guided by a country-by-country focus driven by specific national contexts related to Indigenous Peoples. IPARD implements a structured process to identify, assess, and select countries to target its programs. FSC IF works jointly with the SC, and as guided by the MSA, in order to select countries and identify key priorities and strategies.

- C. Indigenous Project Management Approach (IPMA): Building on FSC IF's network and relationships with Indigenous leaders and organizations around the world, IPARD pursues continuous dialogue, consultation, and feedback with Indigenous Peoples to inform the program. IPARD supports a forum through which FSC IF serves as a bridge between Indigenous Peoples, technical partners, national governments, and the private sector. IPARD invests in curating best practices and effective approaches and methodologies to ensure the strategic cohesion of multi-level partnerships.


Through these three approaches, IPARD aims to empower Indigenous Peoples' organizations and catalyze an enabling environment where Indigenous Peoples can pursue their development.

DEPUTY DIRECTOR AND REGIONAL & COUNTRY PROGRAMS MANAGER
FSC INDIGENOUS FOUNDATION



THE LOCATION

The Deputy Director can be based anywhere in Africa and will be expected to travel extensively globally.



DEPUTY DIRECTOR AND REGIONAL & COUNTRY PROGRAMS MANAGER
FSC INDIGENOUS FOUNDATION

THE ROLE: DEPUTY DIRECTOR AND REGIONAL & COUNTRY PROGRAMS MANAGER

MAIN RESPONSIBILITIES:

The FSC IF seeks a strategic and results-driven Deputy Director and Regional & Country Programs Manager who will support the implementation of the IPARD Program by providing leadership at country, regional, and global levels.

Under the supervision of the IPARD Program Director, she/he will be the focal person collaboration, networking, and overseeing partners and stakeholders including Indigenous Peoples' organizations, NGOs, CSOs, government, public and private sector stakeholders.

They will be expected to ensure the quality and successful implementation of the Program at global, regional, and country levels.

**DEPUTY DIRECTOR AND REGIONAL &
COUNTRY PROGRAMS MANAGER**
FSC INDIGENOUS FOUNDATION

TITLE:
**DEPUTY DIRECTOR AND REGIONAL
& COUNTRY PROGRAMS MANAGER**

REPORTING TO:
IPARD PROGRAM DIRECTOR

LOCATION:
AFRICA

SALARY:
COMPETITIVE

TRAVEL:
EXTENSIVE TRAVEL GLOBALLY

START DATE:
ASAP

THE ROLE: DEPUTY DIRECTOR AND REGIONAL & COUNTRY PROGRAMS MANAGER

DIMENSIONS OF THE ROLE:

- Assist the Program Director in networking with key stakeholders and partners
- Oversee operational, technical, financial, and administrative management of the Program with adherence to donor, FSC, and FSC IF policies, procedures, and internal regulations including team supervision and coordination in countries where the program is implemented
- Develop strategies, methodologies, and frameworks for adaptation of IPARD's approaches to the different countries
- Ensure timely submission of all written reports and other deliverables, and for ensuring quality control and overall responsiveness to meeting the objectives of the program with periodic presentation of data and analysis including narrative reports, lessons learned, success, challenges, and risk management
- Oversee timely implementation of all Program workplans, projects, and inputs including planning and implementing assessments, site strengthening, follow-up and supervision, advocacy, policy affairs, capacity building, and M&E across sites in close collaboration with USAID, FSC IF, partners, grantees, and subcontractors
- Provide strategic and operational guidance to a team of technical professionals to ensure technical and methodological soundness of activities and quality of all deliveries based on sound and current scientific evidence and according to global standards and approved timeline and budget
- Ensure accountability for Program expenditures, results, and work plans working with the FSC IF, donors, partners, contractors, and grantees, as well as senior-level staff in the Program
- Oversee technical delivery in all strategic objectives of the Program, including M&E and reporting of the performance and outputs of component leads, as well as administrative compliance with internal as well as external controls and obligations
- Ensure application of cross-cutting approaches for managing the IPARD Program management, including social participation as well as Indigenous and gender-sensitive approaches
- The individual will negotiate and collaborate with host government officials, USAID Country Missions, other donor programs, local organizations, private sector representatives, local community leaders and other stakeholders
- Support the Program Director with the IPARD Steering Committee, providing support to ensure effective governance, reports, and adaptation of the Program in relation to periodic milestones, KPIs, and work plans
- Perform other activities to support the IPARD objectives and FSC IF mission under the supervision of the Program Director and guidance of the Senior team of the FSC IF in Panama including fundraising and program development

SKILLS AND QUALIFICATIONS:

To apply for this role, please ensure that you have the following skills and experience:

- Experience with Indigenous Peoples, preferably field experience working or living with an Indigenous community. Being a member of an Indigenous community would be a plus
- Experience overseeing and managing teams and programs in multi-countries and multi-partners in areas related to IPARD funded by USAID or other similar donor
- At least a master's level degree in environmental science, policy, business administration, economic development, international development studies, or related areas
- At least 7 years of experience in partnership building and/or networking
- Experience in projects with deep knowledge of local community and community landscapes with knowledge of/experience working with key organizations relevant to international development, environment, and Indigenous Peoples
- At least 7 years of experience implementing multi-sectoral programs including with the private sector and governments
- Demonstrated ability to build trust relationships with local partner organizations in order to achieve the desired results, identify new opportunities, and promote long-term collaboration
- Experience in working collaboratively and effectively with multiple sectors and stakeholders including local national staff, donor organizations (USAID, World Bank, EU, NORAD, DFID, SIDA, GIZ, etc.)
- Demonstrated experience and knowledge of Indigenous Peoples' rights and sustainable development. Existing networks and collaboration with Indigenous Peoples and key stakeholders would be a plus
- Demonstrated track record of successful design, implementation, and monitoring and evaluation of interventions linked to capacity building, policy & advocacy, and business development/economic growth in support of Indigenous Peoples and/or local communities
- Demonstrated supervisory experience and ability to motivate team members in multidisciplinary technical, programmatic, and operational settings
- Demonstrated ability to prepare the deliverables associated with this contract, including annual work plans, annual reports, budgets, and reporting to the donor/client on results
- Strong oral and written communication, presentation, and negotiation skills in English. French or Spanish would be a plus
- Ability to respond adequately and efficiently to pressure, meeting deadlines with delivery of exceptional products
- Candidates deeply familiar with Indigenous Peoples culture and communities or a native member of an Indigenous People would be a plus

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



Contact: Victoria Bowden

Email: victoria.bowden@millarcameron.com

Phone: +44 203 800 0935



WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

A SEAMLESS JOURNEY

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.

MILLAR CAMERON



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

PEOPLE . PASSION . PERSISTENCE

OXFORD

LONDON

NAIROBI