

MILLAR CAMERON

Deputy Membership Director
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 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.

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



The Scope

Millar Cameron, in partnership with FSC International, is seeking a Deputy Membership Director.

FSC's international membership is at the heart of its mission to promote responsible forest management worldwide. Comprising a diverse and vibrant network of members from over 90 countries across environmental, social, and economic sectors, FSC's membership is essential to its global governance, influence, and impact.

The Membership Team plays a vital role in cultivating a strong, engaged, and representative member base. Its mission is to develop, support, and lead a thriving membership community that actively contributes to FSC's strategic direction and governance.

The newly created position of Deputy Membership Director will report to the FSC International Membership Director and support the overall operational and strategic management of the global membership. This role will focus on enhancing membership services and systems, driving recruitment and retention, and fostering deeper engagement across regions and chambers.

With a strong emphasis on data-driven insights and collaboration, the Deputy Director will help align membership strategies with FSC's global priorities. They will work to ensure balanced and inclusive member representation, while continuously improving the membership experience.

The ideal candidate will be a proactive and culturally astute leader who can navigate complex stakeholder environments, manage operational priorities, and inspire collaboration across teams and regions. They will play a key role in guiding FSC's membership growth, strengthening member relationships, and ensuring the membership's central role in advancing FSC's mission.

The Deputy Director will foster a positive and inclusive environment where success is celebrated, challenges are addressed with practical solutions, and continuous improvement is a priority.



Dimensions of the role:

- **Support Membership Strategy Development:** Assist in shaping and implementing well-informed membership strategies by analyzing trends, identifying barriers to growth, and collaborating with stakeholders to address challenges.
- **Data-Driven Insights:** Oversee data gathering and analysis to develop actionable insights that inform membership strategies. This includes collaborating with the data team to enhance membership reporting systems and metrics for tracking performance and engagement
- **Membership Growth and Retention:** Monitor and evaluate membership growth and retention efforts, providing recommendations for improvement. Support the development and implementation of data-backed strategies to optimize member acquisition and satisfaction.
- **Operational Oversight:** Collaborate in the management of membership-related resources, work planning, and relevant budgets. Ensure that contractual agreements and administrative processes are handled efficiently and professionally.
- **Cross-Team Collaboration:** Work closely with regional teams, country offices, network partners, and other units to promote collaboration and alignment. Act as a bridge between the membership team and other departments to drive shared goals.
- **Key Deliverables:** Support key membership deliverables, including annual member satisfaction surveys, the development of membership engagement tools. Collaborate in the preparation for membership-related discussions at board and leadership meetings.
- **Event and Program Support:** Play a key role in planning and executing membership events and programs, such as global membership meetings and workshops, to foster engagement and collaboration.
- **Performance Tracking:** Monitor and report on the outcomes of membership initiatives. Develop systems for regular reporting and feedback, ensuring progress aligns with organizational objectives.





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Additional *information*

Location: Bonn, Germany

Start Date: As soon as possible

Skills and experience:

The ideal candidate will bring a strong blend of **strategic acumen**, **operational expertise**, and **cross-cultural leadership**, with a clear commitment to FSC's mission, sustainability mindset, with awareness of environmental impact. Candidates should demonstrate the following:

- **Extensive international experience**, including managing cross-cultural teams and global networks across regions including Africa, Asia, and Latin America.
- Proven ability in **project and process management**, with a track record of delivering complex initiatives on time and within scope.
- Strong **strategic thinking skills**, with the ability to assess challenges, synthesize insights, and develop actionable, forward-looking plans.
- High level of **data proficiency**, including experience with tools such as Power BI or similar platforms to organize, analyze, and communicate data effectively. Experience in developing or improving data systems is highly desirable.
- A minimum of **10 years of professional experience**, including at least 4 years in a leadership or managerial capacity, ideally within membership-based, nonprofit, or mission-driven organizations.
- Demonstrated experience in **stakeholder engagement and network management**, with a collaborative and inclusive approach.
- Excellent **communication skills** (written and verbal), with the ability to convey complex concepts to diverse audiences in a clear and engaging manner.
- A proven track record of fostering collaboration across **functional, regional, and cultural boundaries**, balancing diverse perspectives with professionalism and sensitivity.
- Strong ability to lead and support teams, build internal networks, and cultivate a **positive, inclusive, and high-performing work environment**.
- A proactive, flexible, and solutions-oriented mindset, with the **resilience and creativity** to navigate dynamic and evolving contexts.
- Fluency in **English** is required; **proficiency in French or Spanish** is a strong advantage.

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The successful candidate will serve as a trusted strategic partner, capable of making and clearly communicating difficult decisions when necessary. They will foster a culture of accountability and collaboration across the organization to drive results.

The following leadership qualities and attributes are essential for success in this role:

- **Effective Communicator:** Excellent written and verbal communication skills, with the ability to convey policies, strategies, and difficult messages clearly and concisely.
- **Strategic Thinker:** Strong strategic mindset with the ability to think and deliver on long-term objectives. Provide clear strategic directions to direct reports and wider stakeholders, setting goals and objectives that align with FSC's overall strategy.
- **Results-oriented:** Focus on achieving results and meeting objectives while giving autonomy to direct reports. Establish clear performance expectations, monitor progress, and provide support and guidance as needed.
- **Collaborative and Inclusive:** Foster a collaborative and inclusive work environment, valuing diverse perspectives and encouraging cross-functional collaboration. Open to feedback and actively seeking input from team members, peers, the Joint Works Council, and other stakeholders.
- **Purpose-driven:** Committed to FSC's mission of promoting responsible forest management and sustainability. Inspire and motivate others, ensuring that the purpose and values of the organization are embedded in the People and Culture team and all staff at FSC.



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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



Contact: Ruqayah Fazle

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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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