

IFOAM, the International Federation of Organic Agriculture Movements, calls for a

Programs Manager

Sustainability in Agriculture is an unsolved challenge despite growing evidence of the need for a paradigm shift towards new production systems that put ecological resources, rural societies, cultural expressions, public social welfare and the economic viability of smallholder family farming in the foreground.

Organic Agriculture offers solutions that can contribute to sustainable development in rural areas. This is particularly the case for addressing livelihoods improvements of vulnerable smallholder family farming households in need of innovation and adaptation and challenged by food insecurity, biodiversity loss, climate change, the depletion of natural resources and economic shocks. Holistic, people-centered approaches with a focus on access to nutrition – particularly for women and children – and market-oriented value chain facilitation form the backbone of our work toward poverty alleviation.

IFOAM leads, unites and assists the global Organic Movement. It has about 800 affiliates in nearly 120 countries and also acts as a Global Action Network with numerous allies. As one of IFOAM's five strategic pillars, the Programs Department is IFOAM's primary service provider for achieving progress toward complex development objectives, strengthening stakeholders with its projects in developing countries.

The IFOAM Programs Manager is principally responsible for the implementation of IFOAM's program strategy, including portfolio development in keeping with donor interests and IFOAM's vision and desired impacts. The Programs Manager reports to IFOAM's Executive Director and coordinates a team of currently 4 full-time-equivalent Programs staff. As part of IFOAM's management team, the Programs Manager will also contribute to IFOAM's strategic development.

QUALIFICATIONS and EXPERIENCE

We are looking for an experienced senior program manager with proven skills in programs strategy building, project acquisition and implementation. Particularly, we are looking for the following key competencies:

- ✓ Sound knowledge of the fundamental concepts and of Organic Agriculture and its challenges globally, particularly in low-income countries. A high level of commitment to and passion for sustainability in agriculture;
- ✓ Knowledge on recent trends in development cooperation and experience with rural development, including agriculture, processing, market access and sector-building for poverty alleviation and diversified nutrition.

- ✓ Sharp and smart strategy and impact chain building for persuasive project concepts, planning, implementation, monitoring and evaluation. Great ability to recognize and integrate opportunities for effective outcome provision on both shoestring budgets and on complex well funded activities;
- ✓ First-hand experience in planning and implementation of complex international projects in a civil society environment that is cooperating with the private and public sectors;
- ✓ Exceptional fundraising capabilities including networking, proposal development, delivery on commitments and accountability;
- ✓ Excellent social and intercultural communication skills. Ability to build capacity with participatory approaches and to gain trust and respect of allies and partners;
- ✓ Proficiency in English. Knowledge of an additional language (e.g., French, Spanish or Russian) is desirable;
- ✓ Capacity to contribute to a culture of open dialogue and constructive, mutual feedback as part of IFOAM's diverse management team.
- ✓ Sound organizational skills including the management of budget, staff, consortium partner relationships, volunteers and assets. Professional, pragmatic and outcome-oriented working style, capable of achieving fast progress in complex and parallel multi-stakeholder processes;
- ✓ Excellent self-management including time/deadlines and tasks management, priority setting and self-motivation.

Details of the Position

This challenging, full-time position will be based at our head office in Bonn, Germany in an attractive physical and institutional setting and provide the opportunity for international and intercontinental travels. Benefits reflect high German standards and gross salary is competitive with similar international non-profit organizations, ranging from 48 k € to 72 k € per year commensurate with experience. Desired starting date: February 1, 2015.

Application Instructions

Please submit a full CV, letter of motivation, salary expectations and the contact details of two references in one PDF document before November 15, 2014 to Thomas Cierpka, t.cierpka@ifoam.org.

Strategic and content related questions can be directed to Markus Arbenz, IFOAM Executive Director: m.arbenz@ifoam.org.