



## Deputy Director, Standards

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### About GRI

GRI is an international independent organization that has pioneered corporate sustainability reporting since 1997. GRI helps businesses, governments and other organizations understand and communicate the impact of business on critical sustainability issues such as climate change, human rights, corruption and many others.

With thousands of reporters in over 90 countries, GRI provides the world's most trusted and widely used standards on sustainability reporting, enabling organizations and their stakeholders to make better decisions based on information that matters. Currently, over 40 countries and regions reference GRI in their policies. GRI is built upon a unique multi-stakeholder principle, which ensures the participation and expertise of diverse stakeholders in the development of its standards. GRI's mission is to empower decision-makers everywhere, through its standards and multi-stakeholder network, to take action towards a more sustainable economy and world.

**Our Vision:** A future where sustainability is integral to every organization's decision-making process.

**Our Mission:** To empower decision makers everywhere through our sustainability standards and multi-stakeholder network, to take action towards a more sustainable economy and world.

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In this leadership role, the Deputy Director will head the team within the Standards Division that is tasked with developing new and existing GRI Standards through a multi-stakeholder-based process. The Deputy Director will have an opportunity to develop their leadership skills to a next level with the responsibility to recruit, grow and manage the team. They will report to the Director Standards.

All projects under the responsibility of the Deputy Director are to be implemented based on the Global Sustainability Standards Board (GSSB) Due Process Protocol. The primary focus of this role will be content creation and revision, including the management of international multi-stakeholder Project Working Groups and Ad hoc Technical Committees. Alongside technical excellence, exposure to and engagement with the public domain will form an integral part of this role.

### About the role

- Safeguarding trust in the GRI Standards worldwide, by ensuring technical excellence and guaranteeing that new and revised GRI Standards are developed in accordance with the GSSB Due Process Protocol.
- Leading the planning and implementation of projects to develop new and revised reporting Standards and associated materials. Helping to set up and supervise expert Project Working Groups and Technical Committees tasked with developing sustainability disclosures in specific content areas (e.g. Human Rights, or Occupational

Health and Safety). Once the team is at full capacity it is expected that 10-12 major projects will run in parallel.

- Jointly developing and continuously improving project communication.
- Jointly with the Director Standards recruiting the team of up to 12 FTEs and developing the capacities of team members individually and collectively
- Managing the team of up to 12 FTE
- Developing and continuously improving a project methodology for the revision of existing GRI Standards and development of new ones, in accordance with the GRI Due Process Protocol.
- Developing and continuously improving a public comment methodology for new and revised GRI Standards, in accordance with the GSSB Due Process Protocol
- Reporting to the GSSB and Due Process Oversight Committee (DPOC) on the projects under management
- Representing the Standards Division in external forums, meetings and events as needed
- Other duties as requested

## Your background

- Extensive experience of facilitating consensus-seeking processes in a multi-stakeholder setting; ideally, proven experience with facilitating virtual consensus-seeking content creation processes
- High proficiency in English (written and verbal, both at near-native level), including experience in writing technical standards
- Extensive experience in project planning and implementation; substantial experience with project planning methodologies and software is a plus
- Proven experience in line management
- Senior-level expertise in the technical development of standards at an international level, and ideally expertise in developing reporting, accounting, and/or audit standards
- In-depth knowledge of environmental, social, and economic sustainability issues
- Knowledge of sustainability-related instruments, standards and norms
- Proven relevant experience, and a comprehensive understanding, of sustainability reporting processes
- Previous experience working in an international and multi-cultural setting
- Ability to travel internationally on a regular basis (up to 15%)
- Affinity with the mission and vision of GRI

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## How to apply

Interested candidates are invited to submit their resume and letter of interest in English to our Managing Consultant, Sillman Thomas, [www.sillmanthomas.com](http://www.sillmanthomas.com), Gemma Roche, [gr@sillmanthomas.com](mailto:gr@sillmanthomas.com)

Deadline to submit an application is Thursday, 31 August 2017. GRI appreciates all expressions of interest; however, only short-listed applicants will be contacted.

**Start Date:** A.S.A.P., 40 hrs p/w. Expat package applicable if recruited from abroad; i.e. 30% ruling, housing allowance, home leave, etc.

**Location:** Amsterdam, the Netherlands

