Start Date: A.S.A.P., 40 hrs p/w. (€ 90.000 / € 100.000 gross per year on full time basis)
Location: Preferably Amsterdam, the Netherlands, other locations negotiable
Contract: 1 year initially – extension by mutual consent. Expat package available if positioned in the Netherlands conditional to being recruited from abroad.

Position summary and job purpose
In this leadership role, the Standards Director will head the team within the Standards Division that is tasked with projects to develop new and existing GRI Standards through a global multi-stakeholder based process. In addition, the Standards Director will be responsible to ensure excellence and consistency in project management for all projects under management by the Standards Division and play a key role in coordinating the overall activities of the Standards Division.

The Standards Director will have the opportunity to demonstrate their leadership skills with the responsibility to recruit, grow and manage the team. They will report to the Chief of Standards.

All projects under the responsibility of the Standards 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. The team overseen by the Standards Director will collaborate closely with the Editorial & Publishing and Sector Program teams that form part of the Standards Division. Alongside technical excellence, exposure to and engagement with the public domain will form an integral part of this role.

Job responsibilities
- 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 including the recruitment and supervision of expert Project Working Groups and Technical Committees. 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.
- 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 GSSB 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.
Key competencies / Requirements

- 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 of larger teams, including remote 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%)
- Ability to work in an international and multi-cultural setting
- Affinity with the mission and vision of GRI

About GRI

GRI (Global Reporting Initiative) is the independent, international organization that helps organizations be transparent and take responsibility for their impacts so that together we can create a sustainable future. We do this through the creation of the global common language for organizations to report their sustainability impacts. This enables informed dialogue and decision making around those impacts.

GRI is the global standard setter for impact reporting, which through an independent, multi-stakeholder process, maintains the world’s most comprehensive set of sustainability reporting standards. Available as a free public good in 12 languages, the GRI Standards are, globally, the most widely used for sustainability reporting.

GRI plays a unique role in the global drive to create a sustainable future for all. Sustainability reporting enables transparency and helps markets function more efficiently, supporting better decisions that create sustainable benefits for everyone.

GRI works with businesses, investors, policymakers, civil society, labor organizations and other experts to develop the GRI Standards and promote their use by organizations around the world. The resulting standards help governments hold organizations accountable for their impacts and initiate dialogue to drive corporate contribution to national and international sustainable development efforts.

Today some 10,000 organizations, including 75% of the largest 250 companies in the world, disclose sustainability information through the GRI Standards – something unimaginable only 15 years ago. In addition, our standards are referenced explicitly in 160 polices of governments, regulators, and stock exchanges in 60 countries.

Headquartered in Amsterdam, the Netherlands, we have a network of seven regional hubs ensuring we can support organizations and stakeholders worldwide.
How to apply
Interested candidates, eligible to live and work in the Netherlands, are invited to submit their resume and letter of interest in English to recruitment@globalreporting.org. The deadline to submit an application is 12.00 noon (CET), Friday 9th April 2021. GRI appreciates all expressions of interest, however only short-listed applicants will be contacted.

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