Head of Policy

Start Date: ASAP, 40 hrs p/w. (€ 67,500.-/€ 72,500.- gross p/y on full time basis)
Location: Brussels, Belgium or Amsterdam, the Netherlands
Contract: 1 year initially – extension by mutual consent. Expat package available if positioned in the Netherlands conditionally to being recruited from abroad.

Position summary and job purpose

The Head of Policy is responsible for developing and implementing GRI’s strategy for driving uptake and effective usage of the GRI Standards by

1. National and regional political and economic unions such as the EU,
2. Intergovernmental organizations, such as the UN agencies, the Organization for Economic Co-operation and Development (OECD), G7/G20, etc.

(S)he will lead the engagement with national policy and political actors directly or in collaboration with heads of GRI’s Regional Hubs. During 2021-2023 a strong focus is placed on engaging with the political and institutional processes in the European Union, working lock step with the Chief External Affairs Officer.

In addition, (s)he will lead GRI’s engagement with intergovernmental organizations, such as selected agencies in the UN ecosystem, the Organization for Economic Co-operation and Development (OECD), G7/G20.

(S)he will set, in close cooperation with colleagues in the Government Affairs Leadership Team, measurable objectives, develop and execute the strategy, including building and maintaining strategic partnerships instrumental to the programs. The post holder is also responsible to deliver programs defined under specific grants.

This post holder reports to the Chief External Affairs Officer and will join the External Affairs Leadership Team. (S)he leads the Policy Team and supports the coordination with other GRI functions and regional offices. (S)he identifies, prioritizes and develops/maintains effective relations with influential actors on Environmental, Social and Governance (ESG) topics in the policy area.

Job responsibilities

- Co-develops and implements the GRI global strategy to:
  - Establish the GRI Standards as the global common standards for ESG disclosure in national and multi-national governmental policies.
  - Lead the harmonization of ESG disclosure policy requirements based on the GRI Standards.
  - Position the role of GRI-based reporting with international organizations related to topic specific content in the Standards as e.g. tax, human rights, biodiversity, waste etc.
  - Strengthen the role of GRI-based reporting in connection to the UN Sustainable Development Goals (SDGs).
- Early priority (2021-2023) is to support the engagement with the European institutions on the development and implementation of the Non-Financial Reporting Directive and related legislative initiatives. As part of this effort, leads engagement with the European Parliament
- Identifies and participates in high priority policy initiatives to drive globally consistent and harmonized ESG disclosures based on the GRI Standards.
- Leads the development of a global national policy outreach strategy in cooperation with the Regional Hubs and supports the Regional Hubs in the implementation of that strategy.
• Leads engagement with prioritized intergovernmental organizations.
• Acts in an advisory capacity to the Executive Team about international policy and policy framework developments.
• Identifies and supports pursuing funding opportunities in coordination with the Chief Development Officer.
• Responsible for the management of the team, including:
  o Definition of goals and KPIs in support of the overall GRI strategy.
  o Directs budget preparation and expenditures for the policy team within External Affairs
  o Collection and communication of key information on GRI adoption.
  o Identification, prioritization and maintenance of key relationships.
  o Financial planning, monitoring and reporting.
• Represents GRI at selected public events.

Key competencies / Requirements

• Political experience and/or a degree in political science or law is prerequisite.
• International expertise in engaging on ESG issues with policy makers and other influencers. EU experience will be considered a strong advantage.
• Experience in policy and government relations in the field of sustainability.
• Solid network and reputation in the topic area.
• Excellent inter-personal, diplomatic and public relations skills.
• Proven track record of motivating, inspiring and managing teams.
• Excellent communication skills in native-level English required (written & verbal), with additional languages preferred.
• Proven track record in project management.
• Ability to travel post pandemic.
• Experience in an international and multi-cultural setting.
• Affinity with the mission 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 7th May 2021. GRI appreciates all expressions of interest, however only short-listed applicants will be contacted.

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