



OXFORD HR
SEARCH FOR A BETTER WORLD

Co-Directors of Programmes

December 2022

IDDRI



A word from the Executive Director

Negotiating the ecological transition is an urgent obligation if we want to ensure prosperity for all: the most unfair of all possible futures is the no-transition scenario. In extremely turbulent political times at global and at national scales, negotiating the transition, an immense political challenge, is also a critical path and opportunity to rebuild the possibility of mutual trust, cooperation for collective action, and democracy, instead of resignation or unilateral strategies.

This is exactly the mission statement of IDDRI, the sustainability think tank based in Paris, with a prominent position in international environmental and sustainability governance (biodiversity, climate, ocean, 2030 Agenda) and at the European scale, between member states, on the EU Green Deal. At both scales, a step change is necessary: negotiating the new political agreements that will unlock transformative change. These agreements can seem out of reach today because of the very unequal impacts for different social groups or different economic players that are at stake. But it is precisely the role of think tanks to innovate in their analytical and second track diplomacy missions, to push for an ambitious agreement, even if the context has become geopolitically tense and even if the crisis of democracy is challenging every effort to structure the policymaking debate.

IDDRI's development strategy for the next five years focusses on innovation and impact in these two arenas: international governance for a fair and effective transition, and the domestic governance of change in economic sectors. IDDRI's added values are its science-based credibility, its capacity to organize dialogues where all parties feel recognized in their own rights while not leading to spineless consensus, its European and international networks of partners, and the commitment of its extremely talented team to its mission and values.

This development is a step change for IDDRI, this is why we want to invest in two high level profiles as Co-Directors of Programmes, to develop jointly our capacity to make a difference in these two different political spaces. This is a step change in our mission, in our activities, and for our organization, with a strong and continued affirmation of our direction of travel and our values: this is also a wonderful job opportunity that we'd like you to consider.



Sebastien Treyer,
Executive Director

About IDDRI

We are a world-leading think tank that aims to strengthen international cooperation for a prosperous future for all, compatible with the limits of the planet, in both the North and the South.

To do so, we propose change trajectories based on rigorous research and ongoing dialogue with experts and stakeholders from around the world, bringing their knowledge of the specific challenges of their country and helping to forge a common vision.

To date, IDDRI is 22 years old. Our organisation brings together around fifty employees and works with a large network of think tanks and partner universities around the world. It is organized around 7 programmes: **Climate, Biodiversity, Ocean, Agenda 2030, Deep Decarbonization Pathways, Agriculture, and Lifestyles.**

www.iddri.org



The Role

Title:	Co-Directors of Programmes
Reporting to:	The Deputy Director
Location:	Paris – rue du Four (Saint-Germain-des-Prés)
Contract:	CDI (open ended)
Salary:	as per IDDRI's salary scale

This is a rare and exciting opportunity for two highly cooperative leaders to spearhead the shaping of impactful programmes in a highly respected, connected and innovative think tank that aims to place sustainable development at the heart of international relations as well as in public and private policies. The role of the Co-Directors of Programmes is to ensure the relevance of IDDRI's work on both the international scene and the European strategy for sustainable development.



Henri Waisman, IDDRI, at COP27 in Sharm El Sheikh

Job Summary

Mission

The Directors of Programmes are responsible for IDDRI's operational activities, i.e. research and influence activities.

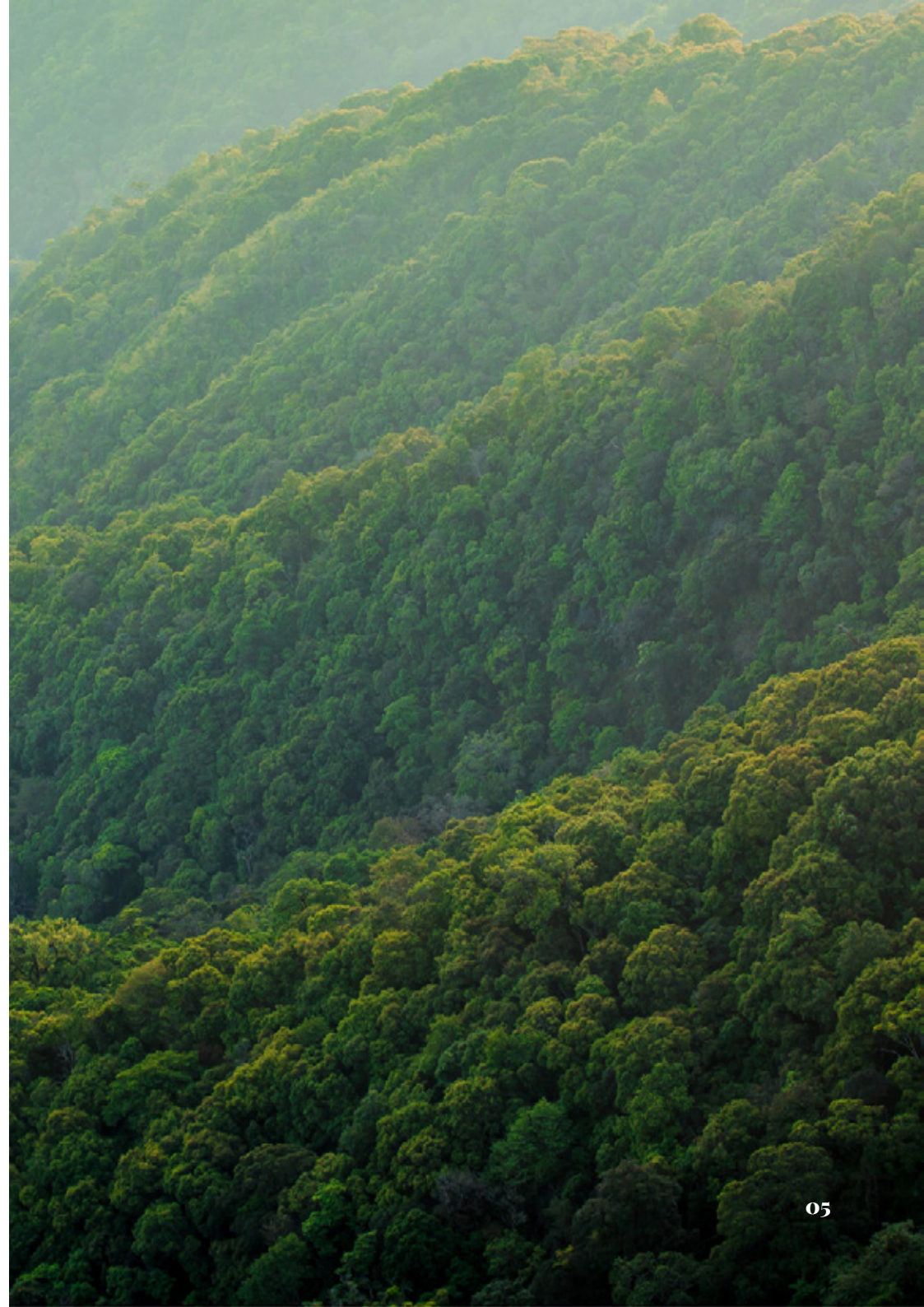
Under the supervision of IDDRI's Deputy Director and working in close collaboration with the Executive Director, the role of the Co-Directors of Programmes is to contribute to IDDRI's general strategy and to implement the Institute's strategic projects in terms of influence and research activities, by:

- ensuring policy relevance and impact of activities;
- anticipating emerging issues and building policy implementation strategies;
- ensuring the scientific and analytical robustness of the work underpinning the Institute's activities;
- ensuring coherence and synergies between research teams and influence networks;
- managing change and developing the Institute's capacities (teams, partners, funders).

Directors of Programmes are members of IDDRI's Executive Committee and work closely with all of the Institute's functional directors to jointly deploy a coherent, relevant and impactful strategy.

The Co-Directors of Programmes supervise Heads of Units and Cross Programme Experts who are responsible for the management of programmes - they provide support and guidance in developing impact strategies, support for management and fundraising, and support in developing skills and careers.

There are two Directors of Programmes, who have complementary profiles in terms of their preferred arena (e.g. international governance, sectoral transformation) and/or experience (e.g. research, decision-making).



Job Summary (cont.)

Impact Strategy

- Under the direction of the Executive Director, to prepare IDDRI's strategic plan to be submitted to the Board of Directors (every 5 years).
 - Together with the Deputy Director, to develop an operational version of this project in terms of new programming choices, structural unit changes, investigations launched, and changes in teams and associated resources.
 - To guarantee the relevance and negotiate the priorities for the annual programming of IDDRI's work with the Heads of Units and the Cross Programme Experts.
- To carry out these roles of defining impact strategies, the Director of Programmes will:
- Actively gather scientific and policy intelligence to understand and anticipate sustainable development issues.
 - Identify new issues on which it would be relevant for IDDRI to intervene and steer investigative activities.
 - Actively discuss and collaborate with all research teams and influence networks to develop the impact of their activities
- and strengthen their influence and audience, particularly by significantly developing their networks.
 - Working very closely with the other Co-Director of Programmes to ensure a cross-cutting approach between teams and to develop common approaches.
 - Be responsible for a part of the Institute's programming (i.e. research and influence activities) and its implementation: propose, obtain approval (from the Deputy Executive Director by delegation from the Executive Director and ultimately from the Board) and implement the programming with the Heads of Units they supervise.
 - Represent IDDRI to partners, stakeholders and the media on a broad range of issues (in addition to the advocacy work done by the Heads of Units and teams).

Management

- To contribute to the deliberations of IDDRI's Executive Committee for all strategic decisions, to ensure a strong dialogue with IDDRI's functional departments (General Secretariat, Communication, Strategy and Development) and to ensure good communication of decisions and information between the Executive Committee and teams.
- To supervise the Heads of Unit by supporting and accompanying them in the development of their impact strategies, through management and fundraising support, and by accompanying them in the development of their skills and careers. In particular, to support them in the collective and individual management of their teams.

Intellectual Production

- In addition to the above-mentioned monitoring and supervision activities, aimed at guaranteeing IDDRI's scientific and political relevance, develop networks of research and advocacy partners and participate in the Institute's intellectual production (papers, dialogues) on strategic and cross-cutting issues.

Communication and Representation

- Represent IDDRI with partners, stakeholders and the media on a broad range of issues, to participate in the expression and political influence of IDDRI as a complement/extension of the Executive Director.

Finance and Operations

In line with IDDRI's multi-annual strategy, design and propose a strategy for development and distribution of the corresponding resources (human resources, expertise, operations and functioning), in accordance with the Institute's priorities and constraints.

For this purpose, the Director of Programmes will:

- Contribute significantly to the development of IDDRI's core funding and support the Heads of Units in the development of their programme funding.
- Identify the needs for reallocation of the Institute's resources and the associated strategies (fundraising, human resources).
- Determine priorities between teams.

Candidate Profile

Qualifications required

- Master's degree in a field relevant to IDDRI's work. (economy, political / social sciences; law, natural sciences, environment etc.). A PHD would be an additional asset.
- 15 years of experience in a similar organization (think tank, NGO) or in the public or private sector. A combination of experiences would be an asset.
- Fluent in English (native or C1 level) and a reasonable command of French (with the potential for holding debates in French within a year).

Required thematic expertise

The Co-Directors should have a strong knowledge of sustainability issues. Together, they should combine expertise relevant to the work of IDDRI in terms of arena (European policies, international cooperation), purpose (public policies, economic sectors) and/or environmental issues (climate, biodiversity, environment etc.)

Required skills and competencies

- Very strong strategic and system thinking skills, with the demonstrated experience of developing strategies for impact;
- Strong evidence-based influencing skills and experience of engagement in high policy debates at national or international levels;
- Familiarity with, and experience of, working with research;
- Successful team and programme leadership experience, including change management experience;
- Very strong collaborative approach, strong team player combining scientific rigor with cooperative spirit;
- Excellent interpersonal and communication skills (written and oral) including engagement with media, debating and public speaking skills;
- Open to debate, answerable, and able to take a step back to ensure greater overall insight.





What will you find at IDDRI?

You will join a high-performing think tank that has grown to be very influential in both the French and International arena, while retaining its agility and great level of intellectual freedom.

You'll be co-leading a team that combines science and research-based advocacy with approaches to effectively foster the policy and practice changes where they need to happen, ensuring that real policy and sustainable impact is at the core of IDDRI's work.

Staff at IDDRI enjoy the institute's values and ways of working that promote collaborative approaches at all levels, encourage staff to be propositional and innovative, foster great intellectual debates and personal development. This contributes to a pleasant working environment that is not afraid of robust exchanges because they always remain respectful.

IDDRI is very keen to bring more diversity into the team and is encouraging qualified persons from diverse nationalities and backgrounds to consider these roles.

The contract type is CDI (contract with indefinite duration) and involves a four-month probational period.

IDDRI's terms and conditions offer a fair and competitive salary scale and French working conditions apply that involve: 37,5 hours/week, 8 weeks annual leave, in addition to public holidays, Social security and complementary medical coverage, lunch subsidy (app. 1000€/year), contribution to public transport costs, etc.

Last but not least, IDDRI's office is located in the heart of Paris' quartier Saint Germain, a particularly pleasant location in the French capital, with very easy access by public transports .

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter.

Please provide a CV and cover letter in two different documents, which should be prepared before applying as they will be considered in the application process. The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in MS Word in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy) e.g., Eva-Jolly-CV-012023
IDDRI-CDP or Eva-Jolly-CoverLetter-012023-IDDRI-CDP

Timeline

Closing Date:
11th February 2023

First Stage Interviews:
Week of 20th February

Final Interviews:
TBC

The assessment process will include a psychometric testing.

Selection process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of IDDRI's values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at (TBD) in the first instance.





About Oxford HR

Oxford HR operates globally- mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our client.

OXFORD

46 Woodstock Road

Oxford

OX2 6HT

United Kingdom

+44 (0) 1865 985 457

LONDON

5 Tanner Street

Bermondsey

London

SE1 3LE

United Kingdom

+44 (0) 20 7939 7451

AMSTERDAM

Korte Schimmelstraat 12

1053 SZ

Amsterdam

The Netherlands

+31 (0) 683 334 473

NAIROBI

Workify Africa

ABC Place

Waiyaki way

Nairobi

Kenya

+254 (0) 797 233 217

SINGAPORE

7500A Beach Road

#04-326

The Plaza

199591

Singapore

+65 9114 1439



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www.oxfordhr.co.uk | Company No. 6456325