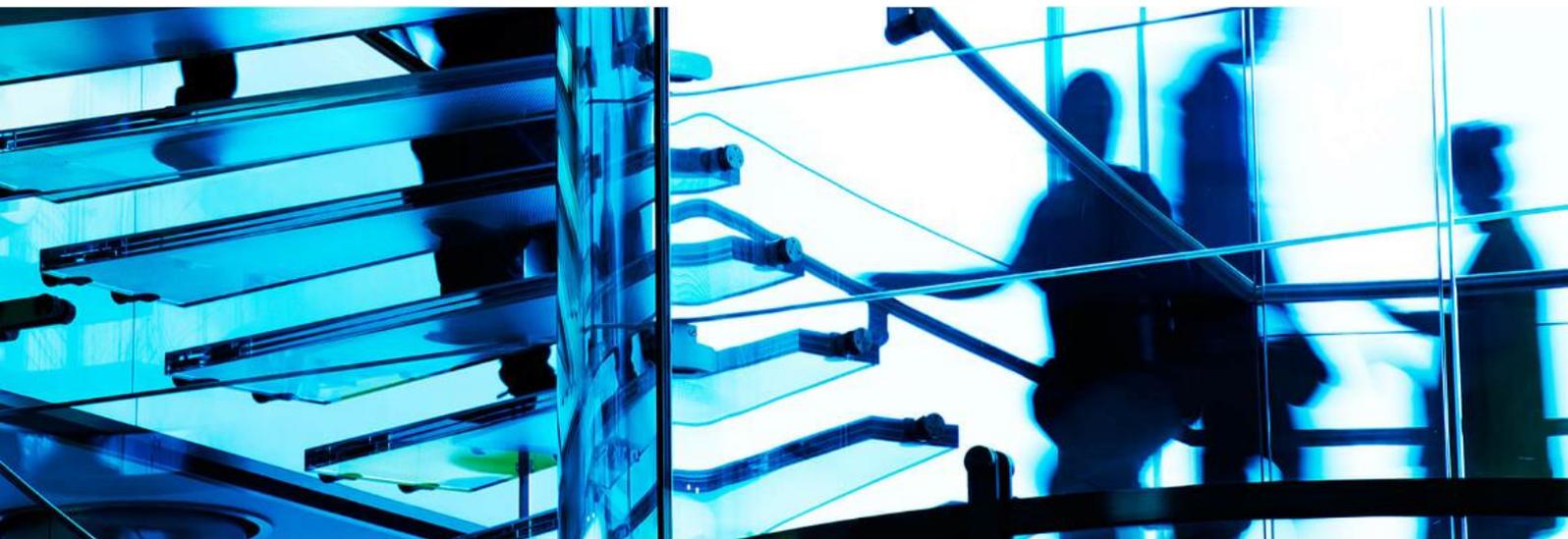




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professioneel en betrokken



Information Memorandum & Candidate Specifications

Two new members of the Supervisory Council
(focus: International Development and Operations)

Hivos
The Hague (NL)

Nationaal Register voor stimulerend toezicht

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1. The organization and its context

Hivos' mission and policy

Hivos is an international non-governmental organization with Dutch roots that is based in The Hague. People and their organizations are at the heart of its vision, mission and solution-driven approach. Together with them, Hivos aims to contribute to a world where human rights are respected and all people have equal rights and opportunities. A world where everyone and can participate actively and equally in decision-making processes that determine their lives, their society and their future.

Hivos fights discrimination, inequality, abuse of power, and environmental destruction with innovative and creative initiatives in the right places. One of its impact areas focuses on strengthening the rights and the social position of women and LGBTIQ+ people. Hivos works with like-minded partners, and often collaborates with pioneering knowledge institutes and private sector companies. Together, they share a vision of just and inclusive societies and sustainable economies.

Hivos recently renewed its strategy in the Strategic Compass 2021-2024. In the Compass, Hivos brings more focus to its programs and deepens its commitment to local ownership and decentralization. Supporting and empowering civil society, doing advocacy work, and sharing knowledge remain Hivos' core activities. Currently, Hivos is working in more than 20 countries in the Global South. In these countries, it strives to strengthen civil society and democratization processes, promote the sustainable use of natural capital, and thus also further social and environmental sustainability.

Hivos is committed to working with marginalized groups and the organizations that represent them. To this end, it works with a variety of partners on four continents. They can be representatives of Indigenous peoples, LGBTIQ+ communities, journalists, artists, lawyers and hackers, but also governments, energy companies, pioneering entrepreneurs or impact investors. An innovation hub for techies and artists appeals to Hivos just as much as fighting corruption and campaigning for transparency and accountability. Together with these partners, Hivos develops and supports experimental initiatives and brings the most promising projects to scale. A cooperative that brings together thousands of farmers is just as 'Hivos' as an incubator for internet entrepreneurs or a safe haven for an LGBTIQ+ activist. The one thing all its partners have in common is that they strive for social change and inclusiveness.

Over the past decade, Hivos has been successful in reducing its dependency on Dutch ODA by attracting funding from other donors and foundations, as well as through public private partnerships. In the coming years, Hivos will focus on strengthening, accelerating and scaling its impact in the areas of Gender Equality, Diversity and Inclusion (GEDI); Civic Rights in a Digital Age; and Climate Justice. Hivos will intensify efforts to consolidate its institutional position in the international development arena in order to increase impact and secure access to funding. This is necessary to ensure the (financial) continuity of its partners and its own organization in a rapidly changing context. For that reason, it will also examine strategic partnering with other peer organizations. Obviously, successfully mobilizing resources also requires more knowledge of and access to the realm of international institutional and private donors. Increased knowledge and access would also improve networks, visibility and authority in Hivos' thematic areas and its spheres of activity.

2. Supervisory Council

Composition and mandate

The Supervisory Council (SC) has a minimum of five and a maximum of nine members. One member is nominated by the Works Council. The SC and the Executive Board are exploring ways of preparing itself and Hivos for future developments and a possible strategic partnering to increase the organization's impact.

Hivos works in various regions of the world and wants to see this international character, diversity and gender balance reflected in its management and governance. An organizational model with regional representation and an international SC is under consideration.

The SC supervises the Board of Directors and has decision-making power with regard to Hivos' general policies and important issues, as established in the articles of association. They include:

- changes in the articles of association
- appointment and dismissal of the Board (the SC is employer of the Board)
- approval of the annual budget and accounts
- discharge of the Board
- entering into alliances, institutional forms of cooperation and participations
- approval of strategic policy frameworks

In addition, the SC supports the Board with advice and suggestions. SC members bear these responsibilities both individually and jointly. The SC has two standing committees: the audit committee and the remuneration committee. Both committees exercise their tasks on behalf of the full SC in accordance with the approved rules and regulations. These committees have no decision-making powers.

Term

The members of the SC are appointed for a term of four years. Members who complete their term can be reappointed for a maximum of one additional term, for a total period not exceeding eight years. To guarantee continuity, the SC uses a roster in which members are appointed at different times. Reappointment of SC members does not happen automatically as the SC regularly evaluates whether its composition is commensurate with the challenges the organization is facing.

Corporate Governance

The SC functions according to best practices laid down in the Dutch Code of Good Governance ("Code Goed Bestuur"), and the rules of the (Dutch) Central Bureau on Fundraising (CBF).

3. Members of the supervisory council

General Requirements

- a. Members acknowledge the values that are important to humanism and they serve as a role models for this value-driven organization.
- b. Members need to be capable of assessing the main lines of Hivos policies.
- c. Members must have governance experience (with emphasis on governance or supervision from a distance), as well as experience with legal and/or organizational issues.

- d. Members have financial knowledge, and at least one member of the SC will be an expert in the areas of administrative organization and financial and accountancy matters.
- e. The SC should include representatives of social sectors that are relevant for Hivos, such as academia, politics, business, trade unions and development cooperation. At least one of the members must have demonstrable fundraising experience.
- f. Members from developing countries preferably have solid expertise on civil society's role in development and include other stakeholders in their network (e.g. social movements, private sector, knowledge institutes, international organizations, etc.). They are able to contribute to Hivos' profile as an innovative organization and have an understanding of the dynamics of Dutch development cooperation.
- g. Candidates for membership proposed by constituent organizations of Hivos are preferably rooted in one of the sectors relevant for Hivos.
- h. Members show wisdom and maturity in arriving at opinions, judgements and decisions.
- i. Members are independent and impartial. Members cannot be employees or active Board members of Hivos' partners.
- j. Members are able and willing to perform their supervisory duties remotely.
- k. Members work as a team and aim for quality decision-making processes.
- l. Members bring a constructive and critical voice to their work.
- m. Members feel strongly about the norms and values that characterize Hivos, and recognize the importance of social responsibility.
- n. Members are familiar with the Dutch governance model, or are willing to operate within the model (oversight from a distance), and are prepared to act as a sounding board for the Board on political and strategic matters.

At least one of the members has:

- a. Expertise and experience in international cooperation, preferably wide experience in/with bi- or multilateral donors, foundations, development agencies, knowledge institutes with an international orientation or international organizations;
- b. Management and/or Board experience, particularly in the field of funding and resource mobilization for International Non-Governmental Organizations (INGO) or alternatively in funding INGO's for programmatic and institutional purposes;
- c. Knowledge of and involvement in current international debates regarding the Hivos Open and Green Society domains and thematic areas; financing for development; post 2015 agenda; funding mechanisms; development effectiveness and Official Development Assistance (ODA) criteria.

Hivos is an organization that is committed to reflecting the world's diversity in its organization. Therefore new SC members will also be selected with an eye on diversity.

In 2018, the SC changed the terms of appointment from 12 to 8 years in accordance with the prevailing rules of good governance. To guarantee continuity, the SC made a new roster in which members are appointed at different times.

4. Profile for new members of the Supervisory Council International Development / Operations

Universal requirements:

- Strategic thinking (important for both vacancies)
- Supervisory experience (important for both vacancies)

Interchangeable requirements:

- Experience managing a complex international organization as COO, CHO or countrymanager
- Experience working in (preferably) Latin America and / or MENA and / or Africa
- Experience with international cooperation in an NGO context
- Demonstrable experience with innovation (digitization and computerization)
- Vision on climate change and / or dealing with Covid-19
- Experience with international project financing and accountability

We strongly encourage people from the Global South to apply.

5. Search and Selection Process & Planning

Hivos has requested the Nationaal Register to support its search and selection process. Mr. Huib Bartels, LL.M. will be the lead consultant

6. Your interest in the position

If this position matches your background and experience in at least four or more of the interchangeable requirements, you are cordially invited to send us your résumé along with a cover letter before 9th of April detailing the matches between the position and your profile. Please reply by means of this link. You will receive a confirmation by e-mail.

For more information, please contact

National Register

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